**University of Pittsburgh**

**Annual Postdoctoral Career Development Plan**

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| NAME: |       |
| SCHOOL:  | Choose One | DEPARTMENT: |  |
| DATE OF APPOINTMENT: | Click here to enter a date. | EMPLOYMENT CLASSIFICATION:  | Choose One. |
| YEAR: | Choose a year, or type here for other. | DATE OF PLAN: | Click here to enter a date. |

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**1. Career Goal**

A Postdoctoral Career Development Plan is a professional tool which outlines long-term and short-term objectives that you and your postdoctoral mentor/supervisor have identified as important steps in your professional development at the University of Pittsburgh. A comprehensive review of your career goals and objectives at the beginning of your postdoctoral experience as well as ongoing constructive feedback from your postdoctoral mentor/supervisor will increase the probability of your achieving your individual career goals.

Please indicate **one or more** of your individual career goals:

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|  | Please Specify (where applicable): |
| Academic | Click here to enter text. |
| Public Sector/ Government | Click here to enter text. |
| Private Sector/ Industry | Click here to enter text. |
| Other | Click here to enter text. |

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**2. Mentoring Team Approach**

In addition to the guidance of your faculty mentor/supervisor, the support of a faculty mentoring team will further enhance your postdoctoral experience. Mentoring team members may be selected either by the trainee or assigned depending upon the practices of the school. After consulting with your faculty mentor, please identify the two additional individuals who, along with your faculty mentor, comprise your mentoring team:

\* Co-mentors can be outside the university. Leave School, Department, Division blank for Non-Academic mentor.

**Primary Mentor**

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| --- | --- | --- | --- |
| Name | Click here to enter text. | Title | Click here to enter text. |
| School | Click here to enter text. | Department | Click here to enter text. |
| Division | Click here to enter text. |

Provide role for this mentor: (How will your primary mentor help you reach your career goals?)

Click here to enter text.

Describe your strategy for communicating with the mentor: Indicate the proposed frequency of contact (weekly, monthly), method (in-person, email, phone) and the format of mentoring sessions (individual or with other mentors).

Click here to enter text.

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**Team Mentor\*** ☐ Pitt ☐ Other Academic ☐ Other Non-Academic

Name Click here to enter text.

Title Click here to enter text.

University or Organization Click here to enter text.

School Click here to enter text.

Department Click here to enter text.

Division Click here to enter text.

Provide role/rationale for selecting this mentor: Provide rationale for selecting this mentor and how this individual will help you reach your career goals.

Click here to enter text.

Describe your strategy for communicating with the mentor: Indicate the proposed frequency of contact (weekly, monthly), method (in-person, email, phone) and the format of mentoring sessions (individual or with other mentors).

Click here to enter text.

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**Team Mentor\*** ☐ Pitt ☐ Other Academic ☐ Other Non-Academic

Name Click here to enter text.

Title Click here to enter text.

University or Organization Click here to enter text.

School Click here to enter text.

Department Click here to enter text.

Division Click here to enter text.

Provide role/rationale for selecting this mentor: Provide rationale for selecting this mentor and how this individual will help you reach your career goals.

Click here to enter text.

Describe your strategy for communicating with the mentor: Indicate the proposed frequency of contact (weekly, monthly), method (in-person, email, phone) and the format of mentoring sessions (individual or with other mentors).

Click here to enter text.

**3. Core Criteria**

The following modules represent the core criteria of a successful postdoctoral appointment:

REQUIRED: IF APPLICABLE:

1. Scholarly Activities 6. Instructional Training and Experiences

2. Publication Plans and Activities 7. Clinical or Applied Experiences

3. Presentation Opportunities 8. Scholarly Independence Plan

4. General Transferrable Professional Development 9. Customized Career Competency

5. Career Specific Professional Development

Each field below is expandable to meet your individual situation and your stage of training. Short-term goals, such as learning objectives and skill acquisition, may be established annually, whereas long-term goals might be established initially and revisited as needed.\*

The first five core criteria are universal for all postdoctoral positions and are required modules. However, each postdoctoral appointment is unique. Four additional fields with drop-down features are available for you to further design your postdoctoral experience to meet your personal career goal.

This plan also serves as a benchmark for you to conduct an annual self-assessment and will contribute to your postdoctoral mentor/supervisor’s assessment of your progress.

\* Not limited to three goals – Add additional pages

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| 1. **Scholarly Activities**

**Timeline X\*\***  |
| Goal #1 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Goal #2 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Goal #3 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |

\*\* Mark as Steps/Goals are completed

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| **2. Publication Plans and Activities**  **Timeline X\*\***  |
| Goal #1 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Goal #2 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Goal #3 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |

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| **3. Presentation Opportunities**   **Timeline X\*\***  |
| Goal #1 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Goal #3 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |

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| **4. General Transferrable Professional Development** (e.g. networking, communication, leadership skills) **Timeline X\*\***  |
| Goal #1 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Goal #3 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |

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|  **5. Career Specific Professional Development** (Customized to your future career goals or career exploration) **Timeline X\*\***  |
| Goal #1 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Goal #2 | Click here to enter text. | Click here to enter text. |  |
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| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |

\*\* Mark as Steps/Goals are completed

OPTIONAL: USE THE FOLLOWING CUSTOMIZED CATEGORIES AS NEEDED.

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| **6. Goal Category** Choose One. Click here to enter text. **Timeline X\*\***  |
| Goal #1 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Goal #2 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Goal #3 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |

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| **7. Goal Category** Choose One. Click here to enter text. **Timeline X\*\***  |
| Goal #1 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Goal #2 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Goal #3 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |

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| **8. Goal Category** Choose One. Click here to enter text. **Timeline X\*\***  |
| Goal #1 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Goal #2 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Goal #3 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |

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| **9. Goal Category** Choose One. Click here to enter text. **Timeline X\*\***  |
| Goal #1 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Goal #2 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |
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| Goal #3 | Click here to enter text. | Click here to enter text. |  |
| Steps/Training | Click here to enter text. | Click here to enter text. |  |
| Outcomes | Click here to enter text. | Click here to enter text. |  |

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SIGNATURES \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 *Postdoctoral Associate or Scholar* Date

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 *Faculty Mentor/Supervisor* Date