

GSBS IDP Overview: The IDP for year 1 begins with reviewing your training expectations and competencies, and then taking a self-assessment of your current skills, values, and interests using **myIDP**, a tool offered by the American Association for the Advancement of Science (AAAS). You will then set realistic goals for the upcoming year centered on the updated results of your self-assessments. Every year, you will review, revise, and make new goals towards your research training and career advancement.

1 REVIEW TRAINEE EXPECTATIONS

The first year of graduate school is designed to help GSBS students develop a solid foundation in biomedical science, to learn the ethical responsibilities required to conduct research, and to become acquainted with the research environment and opportunities at the MD Anderson Cancer Center and UTHealth.

The following are milestones you must complete by the end of year 1:

- Complete GSBS Ethical Dimensions course
- Identify a research advisor
- Join a GSBS Program
- Complete tutorial rotations
- Select your advisory committee

*For a complete listing of milestones, see the [GSBS website](#)

2 REFLECT ON KEY TRAINING COMPETENCIES

GSBS has identified 7 training domains students should develop during graduate training. These are based on (but not limited to) those recommended by *ScienceCareers*. The following questions are intended to help you reflect on these 7 graduate training domains and guide you in establishing training goals.

<p>Scientific Knowledge</p> <ul style="list-style-type: none"> • Can I effectively read a primary research paper to understand the authors’ goals, results, and interpretations? • How do I know when to trust what I read in the literature or hear in a seminar? 	<p>Research</p> <ul style="list-style-type: none"> • What qualities are important to me in a mentoring relationship (mentorship style, level of independence)? • Are there certain skills I am aiming to learn in my tutorial rotations?
<p>Communication</p> <ul style="list-style-type: none"> • Can I have an open discussion with prospective research mentors about their expectations of PhD students? • Am I able to request feedback on my academic coursework and research endeavors? 	<p>Responsible Conduct of Research</p> <ul style="list-style-type: none"> • Have I discussed careful record keeping practices with my research mentor? Am I consistent in recording the details of my experimental work? • Do I understand the standards of research conduct and am I committed to upholding them?
<p>Management, Leadership, and Professionalism</p> <ul style="list-style-type: none"> • Do I follow through on tasks I commit to completing? Do I meet my deadlines? • Am I a good lab citizen, aware of how my actions impact others? 	<p>Career Planning</p> <ul style="list-style-type: none"> • Can I broadly identify potential career paths that I might be interested in after graduate studies? • Have I created a CV? Is my CV in a format that can be updated continuously throughout my graduate career?
<p>Wellness</p> <ul style="list-style-type: none"> • What resources or support will most help with my transition to graduate school? Do I recognize and tend to my physical needs (exercise, diet, sleep)? • Do I engage and maintain a social connection with others who can help support my wellness? 	

3 TAKE THE CAREER ASSESSMENTS

Complete the self-assessments of your skills, interests, and values at myidp.sciencecareers.org to see what careers may be of interest to you.



Print or save your results, as you will need them for the rest of this IDP.

4 SET YOUR YEAR 1 TRAINING & CAREER GOALS

Once you have had an opportunity to reflect on your skills assessment and the training expectations for advanced graduate students, it is now time to set your goals for the upcoming year.



Use the “GSBS IDP Year 1 Worksheet” to set your training and career goals.

5 MY IDP DISCUSSION

Having discussions about your IDP is a critical step in advancing progress towards your goals. In this first year, you will discuss your training goals with the GSBS Office of Career Development during orientation to ensure you are setting realistic goals. You may also elect to set up a one-on-one appointment to discuss your goals in a more personalized manner. In future years, you will have this discussion with your research advisor.



As you are completing your research tutorials, you may want to consider using your GSBS IDP worksheet to aid in discussing your goals, as well as your career-related planning, with your tutorial advisor. Having these conversations early in your research career helps establish an open and transparent line of communication between you and your potential research advisor.

6 ACT ON YOUR PLAN

This is your training, your career, and your future. By taking ownership over your development, you are taking the steps required to grow your skills and prepare yourself for your future career. The following are helpful tips on how to implement your plan:

- Break your larger goals into step-by-step plans with specific timelines. Consider creating deadlines that are added to your calendar.
- Communicate successes and challenges to advisors regularly.
- Periodically reflect on whether you need to revise your IDP throughout the year. Be flexible to arising opportunities and needs that may require a re-assessment of your IDP goals.

Congratulations on completing your first GSBS IDP!!!