

National Science Foundation (NSF) , National Professional Science Master's Association (NPSMA) and Council of Graduate Schools (CGS) present the WORKSHOP

Preliminary Program

STEM Master's Individual Development Plans as an Essential Tool in Workforce Development

Wednesday, November 10, 2021

This workshop is supported by the NSF (Award Abstracts #1940221, #193934) through a collaborative grant to the NPSMA (P.I. Deborah Silver, Rutgers) and CGS (P.I. Hironao Okahana). Prevalent in PhD and Postdoctoral programs, IDPs are not at all common in science master's programs. The short time frames to completion and workforce development aspects of STEM master's degrees present distinctive conditions that call for the creation of specialized IDPs for their students. The goal of the workshop is to share what is known about IDPs, to learn how to apply them, and to explore elements for a STEM MS IDP template.

Session Time	Topic/Speaker
8:00 – 9:00	BREAKFAST 8:30 - OVERVIEW OF WORKSHOP AND WELCOME BY WORKSHOP CO-CHAIRS. Deborah Silver, PSM Program, Rutgers University, and Linda Strausbaugh, NPSMA
9:00 – 9:15	NSF AND WORKFORCE DEVELOPMENT Earnestine Easter, Program Director, ECR Workforce Development, NSF Division of Graduate Education
9:15 – 9:45	KEYNOTE: WHAT ARE BEST PRACTICES AND GOALS FOR AN INDIVIDUAL DEVELOPMENT PLAN? Professor Cynthia Fuhrmann, Assistant Dean of Career and Professional Development in the Graduate School and Director of the Center for Biomedical Career Development at the University of Massachusetts Medical School; Co-developer and Co-author of myIDP
9:45 – 10:30	PANEL DISCUSSION: THE ADVISING PERSPECTIVE: HOW DOES AN IDP BETTER PREPARE MASTER'S STUDENTS? Dr. Robert Augustine, Senior Vice President, Council of Graduate Schools (Moderator) Ranjit Koodali, Associate Provost for Research & Graduate Education, Western Kentucky University
10:30 – 10:45	BREAK
10:45- 11:30	PANEL DISCUSSION: THE WORKFORCE PERSPECTIVE: THE USE OF IDP-LIKE TOOLS BY EMPLOYERS – ARE THERE IMPORTANT ELEMENTS THE STEM MS IDP COULD MODEL? Rick Davis, President, Davis Development Group LLC; member NPSMA Workforce Advisory Council, formerly Vice President at Kellogg Company (Moderator)

- 11:30 – 12:00** **RESULTS FROM THE CGS IDP SURVEY**
Dr. Hironao Okahana, Associate Vice President for Research and Policy
Analysis, Council of Graduate Schools
Christian West, Graduate Student Researcher, Council of Graduate Schools
- 12:15 – 1:30** **WORKING LUNCH IN TABLE DISCUSSION GROUPS: KEY ELEMENTS OF A STEM MASTER’S IDP**
- 1:30 – 2:00** **REPORT FROM LUNCH WORKING GROUPS**
- 2:00 – 3:30** **TABLE TOPICS WORKING GROUPS** *Participants select one table topic for Session A and one table topic for Session B. Discussions focus on sharing ideas/best practices and identifying challenges to be met.*
Session A. 2:00 – 2:45
Session B. 2:45 – 3:30
- POSSIBLE TOPICS**
- Topic 1. Promoting student engagement in career exploration.**
 - Topic 2. Helping students identify career mentors and attain experiential learning opportunities.**
 - Topic 3. Setting goals and self-evaluation through the IDP.**
 - Topic 4. Collecting data to evaluate & improve outcomes for graduate IDP processes.**
 - Topic 5. Leveraging institutional support & advising to introduce/implement MS IDP.**
 - Topic 6. Teaching students how to use IDPs.**
 - Topic 7. How to leverage IDPs as a tool in mentoring.**
 - Topic 8. Addressing barriers to IDP adoption / implementation at the MS level.**
 - Topic 9. Considering cultural implications of IDPs.**
 - Topic 10. Considering different options for creating and sharing IDP.**
- 3:30 – 3:45** **BREAK**
- 3:45 – 4:45** **SUMMARY OF TABLE TOPICS**
- 4:45 – 5:30** **ACTION ITEMS AND TIMELINE FOR DRAFTING TEMPLATE ELEMENTS FOR STEM MS IDP**