

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

## *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.

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Session Time	Topic/Speaker
	Weather permitting, the meals, breaks and some table discussions will take place outdoors. All other sessions will be in the main event space in the Gasparilla ballroom.
<b>7:30 – 8:30</b>	<b>REGISTRATION &amp; BREAKFAST</b>
<b>8:30 – 9:00</b>	<b>WELCOME/ORIENTATION: WHERE DO PROGRAM LEADERS AND THEIR STUDENTS NEED HELP?</b> <i>Deborah Silver, PSM Program, Rutgers University, and Linda Strausbaugh, Emerita, University of Connecticut, NPSMA</i>
<b>9:00 – 9:15</b>	<b>THE NSF AND WORKFORCE DEVELOPMENT</b> <i>Earnestine Easter, Program Director, ECR Workforce Development, NSF Division of Graduate Education</i>
<b>9:15 – 9:45</b>	<b>KEYNOTE: WHAT ARE BEST PRACTICES AND GOALS FOR AN INDIVIDUAL DEVELOPMENT PLAN?</b> <i>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</i>
<b>9:45 – 10:30</b>	<b>PRESENTATION AND Q&amp;A: THE ADVISING PERSPECTIVE: HOW DOES AN IDP BETTER PREPARE MASTER'S STUDENTS?</b> <i>Dr. Robert Augustine, Senior Vice President, Council of Graduate Schools Ranjit Koodali, Associate Provost for Research &amp; Graduate Education, Western Kentucky University, Midwestern Association of Graduate Schools Chair</i>
<b>10:30 – 10:45</b>	<b>BREAK</b>

- 10:45- 11:30**      **PRESENTATIONS AND Q&A: LESSONS LEARNED FROM AN EMPLOYER PERSPECTIVE**  
*Yash Sikand, Vice President of Analytics for Ocean Spray Cranberries*  
*Ray Hoobler, University of Utah, Moderator: What can we learn from employee professional development plans?*
- 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 Research Assistant, Council of Graduate Schools*
- 12:15 – 1:30**      **LUNCH TABLE DISCUSSION GROUPS: KEY ELEMENTS OF A STEM MASTER’S IDP**  
*Deborah Silver, Rutgers University, Linda Strausbaugh, Emerita University of Connecticut & NPSMA, and Liz Friedman, NPSMA*
- 1:30 – 2:00**      **REPORT FROM LUNCH WORKING GROUPS**
- 2:00 – 3:30**      **TABLE TOPICS WORKING GROUPS.** *Participants will have the opportunity to select one table topic for Session A and one table topic for Session B at the beginning of the workshop.*

<b>SESSION A. 2:00 – 2:45</b>	<b>SESSION B. 2:45 – 3:30</b>
How to use an IDP: Transferable Skills <i>Facilitator: Matt Webster, Univ. of South Florida</i>	Institutional Support and Barriers to Implementation <i>Facilitator: William Clark, Purdue University</i>
How to use an IDP: Career Exploration <i>Facilitator: Dagmar Beck, Rice University</i>	How to use an IDP: Career Exploration <i>Facilitator: Krish Jayachandran, Florida International University</i>
How to use an IDP: Goals & Self-Evaluation <i>Facilitator: Tim Born, Grand Valley State University</i>	How to use an IDP: Goals & Self-Evaluation <i>Facilitator: Dan Watts, Indiana University</i>
What kind of data do we need to collect? <i>Facilitator: Kristin Kuter, St. Mary’s University</i>	Cultural Challenges and Remedies <i>Facilitator: Liz Friedman, NPSMA</i>

- 3:30 – 4:15**      **SUMMARY OF TABLE TOPICS BY FACILITATORS**
- 4:15 – 4:25**      **BREAK**
- 4:25 – 5:15**      **OPEN CONVERSATION: DESIGNING AN IDP**  
*Deborah Silver, Rutgers University, Linda Strausbaugh, Emerita, University of Connecticut & NPSMA, and Liz Friedman, NPSMA*
- 5:15 – 5:30**      **ACTION ITEMS AND TIMELINE**
- 5:30 – 6:30**      **WORKSHOP WRAP-UP WITH REFRESHMENTS**

***SURVEY AND WORKSHOP PLANNING COMMITTEE:***

*Deborah Silver, Rutgers University, and Linda Strausbaugh, NPSMA, Co-Chairs*

*Robert Augustine, Senior Vice President, Council of Graduate Schools*

*Rick Davis, President, Davis Development Group LLC*

*Cynthia Fuhrmann, University of Massachusetts Medical School*

*Hiro Okahana, Council of Graduate Schools*

*Michael Teitelbaum, Harvard Law School*

*Sarah Egan Warren, North Carolina State University*

*Ex officio: Amber Bloechle, University of West Florida*

*The Committee thanks the following who have been instrumental in implementing plans for the workshop and survey: Elizabeth Friedman, NPSMA; Christian West, CGS; Rob Kadel, Georgia Tech; and Derek Payne, NPSMA.*

Conference registration will open on Wednesday evening for workshop participants staying for that event.

