



Individual Development Plan (IDP)

Academic Term

Postdoc

Areas to develop	Goals: long-term	Goals: short-term	Strategies to reach goals	Steps and timeline to complete goals	Resources available
<p>◇ Assess your scholarly and professional competencies.</p>	<p>◇ What will you do to improve in the areas you have identified?</p>	<p>◇ What could you do in the current academic year?</p>			
<p>Job Search</p>	<p>Acquire a faculty position at a research institution that emphasizes research, teaching, and collaborations.</p>	<ol style="list-style-type: none"> 1. Identify and apply for appropriate job postings 2. Work on other objectives to build portfolio for application 	<p>Prepare a job application and increase publication record, continue to expand objectives to strengthen application</p>	<p>Fall 2010 Update CV, publish dissertation chapters, watch job boards for faculty positions, apply for appropriate positions Spring 2011 Continue to search and apply for positions</p>	<p>Eco-L email list, North American Benthological Society Website (www.benthos.org), Entomological Society of America Website (www.entsoc.org), & letters of recommendation.</p>
<p>Publication record</p>	<p>Publish papers in the following subdisciplines:</p> <ol style="list-style-type: none"> 1. Life history studies (basic) 2. Biological traits of benthic macroinvertebrates 3. Taxonomy and systematics of Trichoptera 4. Comparative phylogenetics of life history ecology 	<ol style="list-style-type: none"> 1. Publish dissertation chapters <ol style="list-style-type: none"> a. Life history of Neophylax 2. Publish dissertation chapters <ol style="list-style-type: none"> a. Longitudinal zonation b. Biomonitoring 3. New studies <ol style="list-style-type: none"> a. Oligophlebodes revision b. Begin Neotropical studies 4. Data collection for Uenoid phylogeny and ecology 	<p>Schedule weekly goals and time allocations for devoting time to each project. Work with current and past labmates for learning skills and completing projects.</p>	<p>Fall 2010 Prepare and submit dissertation chapters for publication, complete studies of Oligophlebodes caddisflies Spring 2011 Construct phylogeny of Uenoidae, measure Oligophlebodes and Neophylax</p>	<ol style="list-style-type: none"> 1. Robert Meth (University of California, Berkeley) for publication of dissertation chapters 2. Tim Jones (University of Minnesota, Twin Cities) for preparation and publication of new studies

<p>Taxonomy and systematics of Trichoptera</p>	<p>Acquire fluency in the taxonomy and systematics of Trichoptera</p>	<p>Learn techniques for studies in caddisfly:</p> <ol style="list-style-type: none"> 1. Morphology 2. Identification 3. Species description 4. Phylogenetic systematics 	<p>Use Oligophlebodes as a small case study in the revision and systematics of Trichoptera, in addition to beginning new Neotropical studies. Observe skills for individual components while other lab members work on their projects. Receive instruction on individual skills from mentor as needed.</p>	<p>Fall 2010 Complete revision of Oligophlebodes, work with Neotropical caddisflies from the Minnesota Insect Collection Spring 2011 Begin revision of a Neotropical caddisfly group, describe species, create phylogeny of Uenoidae to learn systematics techniques</p>	<ol style="list-style-type: none"> 1. The research group of Tim Jones at the University of Minnesota, Twin Cities 2. The University of Minnesota Insect Collection
<p>Curation and management of Insect Collections</p>	<ol style="list-style-type: none"> 1. Acquire curatorial skills for the management of large insect collections 2. Acquire modern museum techniques to collection management (database and other electronic resources) 	<ol style="list-style-type: none"> 1. Prepare Chilean museum material for accession into the collection 2. Database and accession Chilean museum material into the collection 	<p>Concurrent projects described in Objective 3 will satisfy the completion of these research goals.</p>	<p>Concurrent projects described in Objective 3 will satisfy the completion of these research goals.</p>	<p>The University of Minnesota Insect Collection, as well as previous experience in the Essig Museum of Entomology (University of California, Berkeley) and the Texas Natural History Collection (University of Texas at Austin)</p>
<p>Teaching and mentoring</p>	<ol style="list-style-type: none"> 1. Create a teaching portfolio 2. Design and teach new classes 3. Mentor undergraduate researchers 	<ol style="list-style-type: none"> 1. Gather past materials and evaluations 2. Generate a list of class topics and lectures, teach course at Lake Wobegon in the summer of 2011 3. Create a project description for UROP 	<p>Work incrementally to build portfolio utilizing past material, as well as adding new material. Improve field course teaching experience at Lake Wobegon, MN. New material may be developed into a new course for future teaching.</p>	<p>Fall 2010 Meet short-term goals 5.2 and 5.3 Spring 2011 Meet short-term goal 5.1 Summer 2011 Teach course at Lake Wobegon.</p>	<p>Currently developed materials, reviews from previous courses, new resources at the University of Minnesota. Field station at Lake Wobegon.</p>

Grantwriting	Acquire multi-year funding for a large research project	<ol style="list-style-type: none"> 1. Identify potential funding sources 2. Identify potential contributors and collaborators 	<ol style="list-style-type: none"> 1. Identify potential funding sources 2. Identify potential contributors and collaborators 	<p>Fall 2010 Identify grants and create a schedule of deadlines. Identify potential collaborators.</p> <p>Spring 2011 Write and apply for grants identified with spring deadlines</p>	Current list of potential funding sources, previously funded grant proposals, previous proposals submitted from Tim Jones(as examples).
Collaborations	Foster collaborations with researchers	<ol style="list-style-type: none"> 1. Foster proposed collaborations with Prof. Abdul (University of Minnestota, Twin Cities) and Prof. Helter (Stanford University) 2. Work to build a centralized web resource for Trichoptera workers worldwide 	Work to partition aspects of projects among interested participants. Solicit recommendations for collaborative websites for uniting researchers.	<p>Fall 2010</p> <ol style="list-style-type: none"> 1. Outline project with Profs. Abdul and Helter. 2. Outline website for Trichoptera researchers with current lab members. <p>Spring 2011</p> <ol style="list-style-type: none"> 1. Write grant application with Abdul and Helter. 2. Begin website implementation using contributions from lab members as well as delegate responsibilities. 	<ol style="list-style-type: none"> 1. Profs. Abdul and Helter 2. Website space and a team of Trichoptera researchers for the beginning of a collaborative framework