

UNIVERSITY OF PITTSBURGH
ANNUAL CUSTOMIZED CAREER DEVELOPMENT PLAN (CCDP)

NAME:

SCHOOL: [Choose One](#)

DATE OF APPOINTMENT: [Click here to enter a date.](#)

YEAR: [Choose a year, or type here for other.](#)

DEPARTMENT:

EMPLOYMENT CLASSIFICATION: [Choose One.](#)

DATE OF PLAN: [Click here to enter a date.](#)

1. Career Goal

A Customized Career Development Plan (CCDP) is a professional tool which outlines long-term and short-term objectives that you and your 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 training experience as well as ongoing constructive feedback from your mentor/supervisor will increase the probability of your achieving your individual career goals.

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

	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.

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 training 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

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.](#)

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.

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:

1. Scholarly Activities
2. Publication Plans and Activities
3. Presentation Opportunities
4. General Transferrable Professional Development
5. Career Specific Professional Development

IF APPLICABLE:

6. Instructional Training and Experiences
7. Clinical or Applied Experiences
8. Scholarly Independence Plan
9. Customized Career Competency

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 positions and are required modules. However, each trainee experience is unique. Four additional fields with drop-down features are available for you to further design your 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 mentor/supervisor's assessment of your progress.

* Not limited to three goals – Add additional pages

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.	
<hr/>			
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.	
<hr/>			
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

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

** Mark as Steps/Goals are completed

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

** Mark as Steps/Goals are completed

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.	
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.	
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

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.	
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.	
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

OPTIONAL: USE THE FOLLOWING CUSTOMIZED CATEGORIES AS NEEDED.

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.	
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.	
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

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.	
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.	
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

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.	
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.	
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

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.	
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.	
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

SIGNATURES

Trainee

Date

Faculty Mentor/Supervisor

Date