

This is part of a package proposal. UAW reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described below, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.

Article XX – Individual Development Plans and Progress Assessments

A. Individual Development Plan

1. An individual development plan (IDP) identifies the Academic Researcher's general research goals, professional development and career objectives. It may also serve as a link to the Supervisor's research goal, and thus serves as a communication tool between an Academic Researcher and their Supervisor, including assessment of the supervisor's efficacy in supporting the Academic Researcher's progress. In addition to the Supervisor, the Academic Researcher may consult with additional career mentors in the development of an IDP.
2. Academic Researcher may elect to develop an IDP and some funding agencies may require an IDP. In either case, the Academic Researcher and their Supervisor shall follow the process outlined below:
 1. The Academic Researcher may discuss their research goals, general professional development needs, and career objectives with the Supervisor and any additional career mentor(s).
 2. The Academic Researcher will normally conduct a self assessment and discuss opportunities for progress with their Supervisor and any additional career mentor(s). The Academic Researcher will then submit a written draft of the IDP to the Supervisor for discussion.
 3. The Supervisor will review the IDP and provide advice about possible revisions as needed. The Supervisor will also share knowledge about available development opportunities with the Academic Researcher.
 4. If the Academic Researcher believes the plan requires revision, they will follow the process outlined in §A.2.a., above. Goals may change based on evolving research needs.
 5. The Academic Researcher and the Supervisor may engage in ongoing discussions regarding the IDP.

B. Progress Assessments

1. A Progress Assessment is an evaluation of the Academic Researcher's progress and accomplishments in research and professional development.
2. Within a reasonable time after the beginning of the appointment and annually thereafter, the supervisor, or in limited circumstances their appropriate academic designee, shall communicate the expectations they have for the Academic Researcher's research and career progress. These expectations may include those components in an IDP that are directly related to the research assignment for that year.
3. An Academic Researcher may request that the goals and expectations on which they will be assessed be provided to them in writing. In such circumstances:
 1. The Academic Researcher shall submit a written draft of the discussed goals and expectations as provided in §B.2., above, to the supervisor for review.
 2. The supervisor will provide the Academic Researcher with the final goals and expectations upon which the Academic Researcher's progress will be based.
4. **Periodic Reviews** – The supervisor and the Academic Researcher shall periodically engage in informal oral Progress Assessments during the appointment. In these assessments, the supervisor and the Academic Researcher generally discuss the Academic Researcher's recent research progress and overall research objectives. The structure of the Progress Assessment may vary with the discipline.
5. **Annual Review** – The supervisor shall provide the Academic Researcher with at least one written review per 12-month period. This Annual Review is a comprehensive assessment of the Academic Researcher's research progress and achievements, and their professional development during the previous year. The supervisor may utilize an independently developed or a pre-established form when conducting the Annual Review.