Graduate Student Professional Development at UBC, Dec 10, 2021

Questions? [**jacqui.brinkman@ubc.ca**](mailto:jacqui.brinkman@ubc.ca); @jaqbrink

# UBC Student Health and Wellbeing Services and Supports

<https://students.ubc.ca/health> ; [levonne.abshire@ubc.ca](mailto:levonne.abshire@ubc.ca)

Health Navigation Tool- <https://students.ubc.ca/health/finding-health-support>

Life Building

* Access peer to peer resources and mentorship
* Talk to an IBPOC Wellness Mentor
* Take part in wellbeing events
* Purchase safer sex products at The Shop
* Virtual and In-person

**UBC Mental Health Resources**: **UBC Student Assistance Program (UBC SAP)**

* 24/7 anywhere in the world
* 833 590 1328 (North America), 1 604 757 9734 (international – Call collect)
* Multilingual
* Wellness and life coaching
* Short term counselling
* Virtual groups, e-mental health programs by referral
* Self-directed resources, app and other resources
* Phone, video, chat, SMS, in person (where available)

**UBC Counselling Services**

* Virtual and in-person appointments available 5 days a week.
* Call **604-822-3811** or drop-in to **Brock Hall** to schedule an appointment.
* [Group counseling](https://students.ubc.ca/health/counselling-services/group-counselling-programs) including “Getting through Grad School with Grace and Grit”

**Embedded Counselling Programs**

* Virtual and In-person on-site appointments available for:
  + Indigenous students in the First Nations Longhouse
  + Counsellors in Residence
  + Students in the faculties of: Law, Pharmacy, Dentistry, Arts, Education, Applied Science, Forestry, Land and Food Systems, and the Graduate Programs in Medicine

**Primary care physician and nursing appointments**To book an appointment call **604-822-7011**

* Year-round health care, Telehealth and in-person appointments
* Physical and mental health concerns
* Injuries/sports medicine
* Sexual health/contraception
* Dermatology
* Immunizations/allergy injections/dressings

**Crisis and urgent support**

* Emergency Services - Call **9-1-1** or go to your nearest hospital emergency department
* Healthlink BC  - Call **8-1-1** to talk to a Nurse
* Crisis Centre BC  - 1-800-784-2433 or crisiscentre.bc.ca
* UBC Urgent Care at UBC Hospital until 10 pm

[**https://wellbeing.ubc.ca/wellbeing-campaigns-and-initiatives/wellbeing-champions-programs**](https://wellbeing.ubc.ca/wellbeing-campaigns-and-initiatives/wellbeing-champions-programs)

**Wellbeing Liaisons**: 8 in App Sci, 24 in Arts, 5 in Athletics, 2 in CTLT, 1 in Chapman Learning Commons, 2 in Dentistry, 6 in Education, 1 in Enrolment Services, 1 in Forestry/LFS, 1 in Go Global, 2 in International Student Initiative, 1 in International Student Advising, 1 in Law, 12 in Medicine, 2 in Pharmaceutical Sciences, 2 in Sauder, 6 in Science, 1 in St. John’s , 1 in Vantage.

**Graduate Student Wellbeing Ambassadors:** Faculties with GSWA Representation: Applied Science, Arts, Education, Land and Food Systems, Medicine, Forestry, Graduate and Postdoctoral Studies, Commerce and Business Administration, Science.

# Centre for Student Involvement & Careers

<https://students.ubc.ca/career/career-resources/career-resources-graduate> ; [Danielle.Barkley@ubc.ca](mailto:Danielle.Barkley@ubc.ca)

The CSI&C currently offers **advising appointments** both in-person and virtually (students can choose the type of appointment they wish). To book an advising appointment, students can:

1. Book online at <https://ubc-csm.symplicity.com>
2. Reach out to the front desk at [csic.support@ubc.ca](mailto:csic.support@ubc.ca) or by phoning
3. Email [danielle.barkley@ubc.ca](mailto:danielle.barkley@ubc.ca)

***Recent alum can access advising up to 1 year after graduation/completion/submission***

FAQ around advising

* Can be for specific document review, application support, etc OR be more general: what to do with my degree, questioning career pathways, whether to pursue a PhD etc.
* Can be related to academic (i.e. tenure-track, post-doc) OR non-academic (alt-ac job applications) pathways
* If students are not finding appointment times, email Danielle directly

Grad students have two pathways to access **career education workshops**: 1) they can attend the open CSI&C sessions advertised at <https://students.ubc.ca/career/events-workshops>  or 2) they can attend Graduate Pathways to Success career-focused sessions at <https://www.grad.ubc.ca/current-students/professional-development/workshops-events>. The majority of workshops are being delivered as webinars.

Request a customized presentation via <https://ubc.ca1.qualtrics.com/jfe/form/SV_1TFiRPQ6Ksi4Sy2>

**Online career resources** include [samples of resumes, CVs, and cover letters](https://students.ubc.ca/career/career-resources/resumes-cover-letters-curricula-vitae), & [short videos on career related topics](https://www.youtube.com/watch?v=VnvTwXlRsAg&list=PLtqusylF2447AEf45mVGcPNA8yJKQRNYE). Also [Imagine PhD (social sciences and the humanities](https://www.imaginephd.com/)), or [My IDP (STEM).](https://myidp.sciencecareers.org/?AspxAutoDetectCookieSupport=1)

UBC currently has a pilot of access to [**LinkedIn Learning**](https://students.ubc.ca/career/career-resources/make-most-linkedin/linkedin-learning), including curated learning pathways and asynchronous learning resources. The pilot is available until July 2022.

[WorkLearn](https://students.ubc.ca/career/ubc-experiences/work-learn-program) supports and subsidizes meaningful work experiences on campus, including numerous opportunities specific to graduate students. Applications for positions open around March/August.

# Library Research Commons

<https://researchcommons.library.ubc.ca/> ; [research.commons@ubc.ca](mailto:research.commons@ubc.ca)

You can book expert consultations in the below subject areas: <https://libcal.library.ubc.ca/appointments/research_commons>

EXPERTISE IN RESEARCH DATA MANAGEMENT

* Data deposits in Dataverse, minting DOIs
* Workshops (e.g. Metadata, Data Management Plans, Data Deposits, and more...)

EXPERTISE IN GIS

* Workshops (e.g. ArcGIS, Data Normalization in GIS, Python and GIS)

EXPERTISE IN RESEARCH DATA MANAGEMENT

* Data deposits in [Dataverse](https://researchdata.library.ubc.ca/deposit/dataverse/), minting DOIs
* Workshops (e.g. Metadata, Data Management Plans, Data Deposits, and more...)

EXPERTISE IN GIS

* Workshops (e.g. ArcGIS, Data Normalization in GIS, Python and GIS)

EXPERTISE IN DATA ANALYSIS AND VISUALIZATION

* Workshops (e.g. NVIVO, Python, Tableau, Data viz in R, and much more...)

SPACES

* [11 Project Rooms](https://researchcommons.library.ubc.ca/rc-project-rooms-booking/) - book for two to six people (UBC graduate students or faculty)

SPACES

* [Digital Scholarship Lab](https://researchcommons.library.ubc.ca/digital-scholarship-lab-use-policy-and-guideline/) - drop in
* Enhanced PCs for Data analysis and GIS

SPACES

* [Presentation Room](https://researchcommons.library.ubc.ca/presentation-room-policies/) - book for research purposes

TECHNOLOGIES

* [Digital Scholarship Computers](https://researchcommons.library.ubc.ca/digital-scholarship-workstations/)
* On Site
* Remote access - short term
* Remote access - long term

TECHNOLOGIES

* We run Data repositories - [Abacus](https://abacus.library.ubc.ca/), [Dataverse](https://dataverse.scholarsportal.info/dataverse/ubc), and more
* We have specialized [software](https://researchcommons.library.ubc.ca/digital-scholarship-lab-use-policy-and-guideline/digital-scholarship-lab-software-list/) - data analysis, GIS, Data viz
* We have [experts](https://researchcommons.library.ubc.ca/about-us/the-team/) in all these technologies

# Centre for Writing and Scholarly Communication

<https://writing.library.ubc.ca/graduates/> , [patty.kelly@ubc.ca](mailto:patty.kelly@ubc.ca) ; [cwsc.info@ubc.ca](mailto:cwsc.info@ubc.ca)

* Writing Consultations
* Workshops and Retreats
* Writing Resources <https://writing.library.ubc.ca/writing-resources/>
  + Academic Integrity
  + Annotated Resources
  + Guides to Writing and Research
  + Podcasts
  + Science Writing
  + Video Guides
  + Speaking in the Disciplines

# Scholarly Integrity Initiative

<https://responsible.research.ubc.ca/>; [greg.martyn@ubc.ca](mailto:greg.martyn@ubc.ca),

An initiative of the Office of the Vice-President Research + Innovation for promoting education on, and awareness of, the importance of the responsible conduct of research.

**Institutional Responsibilities**: The [Tri-Agency Framework: Responsible Conduct of Research](https://rcr.ethics.gc.ca/eng/framework-cadre.html) (2016) outlines university’s responsibility to promote education on the importance of the responsible conduct of research.

**The Scholarly Integrity Initiative helps to fulfill this responsibility.**

The Scholarly Integrity initiative, supported by the UBC-V Academic Excellence Fund is a resource for the community to educate and raise awareness of the responsible conduct of research

The website aims to:

* increase accessibility of new and existing RCR resources for researchers across disciplines,
* clarify institutional responsibilities, policies and procedures related to scholarly integrity,
* invite dialogues around researcher’s social, ethical and intellectual responsibilities, and
* build organizational capacity to support research excellence.

**Foundations**: This section organizes the many scholarly responsibilities described in the policy into seven foundational topics. Within each core topic, we:

* define misconduct,
* bring attention to value-based behaviors,
* identify common challenges, and
* direct researchers to existing resources and research support services for further support.

**Policy:** This section clarifies policy definitions, rights for all parties involved and administrative considerations

* What is a breach
* How to distinguish between scholarly and academic misconduct
* Who to talk to
* The investigation process

**Evolving Topics:** This section highlights evolving topics that can expand the conversation around the responsible conduct of research.

**Discussion & Teaching** **Resources:** Open access introductory slide decks are designed to support discussions on topics related to the responsible conduct of research.

The modular format facilitates adaption into different disciplinary contexts:

* Suggested presentation
* Definitions & relevant concepts
* Brief scenarios

Case studies with facilitator notes and resources to support dialogue around responsible conduct of research across campus.

[Canvas Course](https://wpl.ubc.ca/browse/vpri/courses/wpl-vpri-rcr) created around the seven Foundations. Each of the seven modules provides information, opportunities for self-reflection, short vignettes, and for the brave who finish all seven modules, a downloadable certificate of completion.

Each module opens with one or more UBC colleagues speaking about what the Foundational topic means to them.

# Office of Research Ethics

Jean Ruiz, Senior Behavioural Research Ethics Analyst, Office of Research Ethics

To arrange a seminar, contact [wendy.bond@ubc.ca](mailto:wendy.bond@ubc.ca) or [jean.ruiz@ubc.ca](mailto:jean.ruiz@ubc.ca)

For all other questions: <https://ethics.research.ubc.ca/about-human-research-ethics/contact-us>

**What guides our Research?**

1. **Federal Guidelines**

* [Tri-Agency Framework: Responsible Conduct of Research](https://rcr.ethics.gc.ca/eng/framework-cadre.html)
* [Tri‐Council Policy Statement: Ethical Conduct of Research Involving Humans](https://ethics.gc.ca/eng/policy-politique_tcps2-eptc2_2018.html)

**2. UBC Policies**

* [UBC Policy SC6: Scholarly Integrity](http://universitycounsel-2015.sites.olt.ubc.ca/files/2019/08/Scholarly-Integrity-Policy_SC6.pdf?file=2015/08/policy85.pdf)
* [UBC Policy LR2: Research](https://universitycounsel-2015.sites.olt.ubc.ca/files/2019/08/Research-Policy_LR2.pdf)
* [LR9: Research Involving Human Participants](https://ethics.gc.ca/eng/policy-politique_tcps2-eptc2_2018.html)
* [SC3: Conflict of Interest and Conflict of Commitment](http://universitycounsel-2015.sites.olt.ubc.ca/files/2019/08/COI-Policy_SC3.pdf)

**3. Professional Codes of Ethics & Journalistic Guidelines**

**What does the Office of Research Ethics do?** *We oversee and manage the process of reviewing and monitoring research involving human participants conducted at UBC or by UBC faculty, students and staff*

* All research involving humans (DEAD or alive – human data, tissue, etc.) requires ethics review before research commences.
* Students who do not have research ethics approval for their human research will not be able to graduate.

**Services provided by the Office of Research Ethics**: The Office of Research Ethics remains fully operational during COVID. The best way to reach ORE is via email.

Research ethics consultations

* One-on-one Zoom or phone calls
* Online workshops via Zoom at the request of a student group, department or course instructor.

**Advising Graduate Students about Research Ethics?**

1. **Get them started as soon as possible**
2. **They need to complete the TCPS2 CORE Tutorial**
3. **Be aware of COVID-19 restrictions**

The Ethics application is a great learning tool for students – prompting them to think about aspects of their research they may not have considered.

**BREB |** <https://ethics.research.ubc.ca/behavioural-research-ethics/ubc-behavioural-guidance-during-covid-19-research-restrictions>

**CREB |** <https://ethics.research.ubc.ca/clinical-research-ethics/ubc-creb-guidance-during-covid-19>

**Where to find help online || ethics.research.ubc.ca**

* Quality assurance/improvement and program evaluation [checklist](https://ethics.research.ubc.ca/sites/ore.ubc.ca/files/documents/BREB_ChecklistForResearchRequiringEthicsReview.pdf). Some types of research – such as QA/QI and program evaluation – do not require ethics review. The Checklist is a good starting point
* [Tip Sheet](https://ethics.research.ubc.ca/sites/ore.ubc.ca/files/documents/Tip%20Sheet.pdf) provides A to Z of working in RISe
* [ADDITIONAL GUIDANCE](https://ethics.research.ubc.ca/behavioural-research-ethics/breb-guidance-notes/guidance-notes-behavioural-applications) on developing an ethics application
* [BREB GUIDANCE PAGE](https://ethics.research.ubc.ca/behavioural-research-ethics/breb-guidance-notes/guidance-notes-behavioural-applications) for special topics (educational scholarship; consent forms; how to request early release of funds; how to change the PI).

The resources on our website cover both guidance on how to submit an ethics application and also on how to ensure that the researcher abides by the three CORE principles of:

* + Respect for Persons
  + Concern for Welfare
  + Justice

***Recent additions:***

* Ensuring Participant Inclusion in Research | [Ethnicity and race](https://ethics.research.ubc.ca/sites/ore.ubc.ca/files/documents/Participant%20inclusivity.Ethnicity%20and%20race.pdf) | [Gender, sex and sexual orientation](https://ethics.research.ubc.ca/sites/ore.ubc.ca/files/documents/Participant%20inclusivity.Gender%2C%20sex%20and%20sexual%20orientation.pdf)

Have questions or suggestions for the research ethics team? Please contact [wendy.bond@ors.ubc.ca](mailto:wendy.bond@ors.ubc.ca) | 604-822-4581.

# The Equity & Inclusion Office: An overview

**equity.ubc.ca; 604.822.6353;** [**info@equity.ubc.ca**](mailto:info@equity.ubc.ca)

The UBC EIO offers three main services to students, staff and faculty at the University.

These are:

* Conflict Engagement and Human Rights services
  + Discrimination: Policy SC7 & Respectful Environment Statement)
* Strategic Initiatives and Educational Support
  + Proactive engagement and capacity building with the UBC community)
* Institutional Initiatives Planning and Evaluation
  + (Employment Equity: Policy HR10)

**Comms Team:**

* Partner/Support on Comms strategy
* Network of UBC Comms
* EIO Newsletter
* Social Media Channels

**Admin:**

* Equity Enhancement Fund (Spring & Fall)
* Student support funding
* Work Learn positions

**Institutional Initiatives: Planning & Evaluation**

* Utilizing data and planning to assess UBC growth as an equitable and inclusive institution
* Ensuring historically, persistently and systemically marginalized groups are included at UBC through the following programs:
  + Employment Equity Census
  + Inclusion Action Plan
* Support with:
  + Survey design and the collection of demographic information
  + Inclusion Action Plan
  + Dimensions Project & EDI in Research Canvas Course

**Human Rights Advisors:**

* consults on human-rights related concerns and provides information and advice (re: policy SC7);
* works with relevant parties to resolve concerns informally, where possible;
* assists with filing a formal complaint, as appropriate.

**Conflict Engagement:**

* supports capacity building for having difficult conversations & building a healthy culture of conflict engagement
* supports navigation and resolution of interpersonal conflicts between UBC community members;
* facilitates contentious group conversations within academic and non-academics units;

**To make an appointment: Phone: 604–822–0309 /Email:** [**humanrights@equity.ubc.ca**](mailto:humanrights@equity.ubc.ca)

**Education, Partnerships & Engagement**

Educational Support:

* Designing & delivering EDI education and resources to support inclusive learning at all levels (including Positive Space, the Through the Lens)
* TA EDI focused education
* CTLT - II & EIO Pilot (Fall 2022)

**Strategic Partnerships:**

* Working closely with groups across campus to embed equity, diversity and inclusion (EDI) into their work
* Offers toolkits and guides that support advancement of inclusion at both an individual and departmental/unit level. This includes resources to support students with respectful online conduct and the new Activating Inclusion toolkit that helps departments and units with inclusion efforts such as self-assessment, planning, and equity committee development.
* STEM JEDII Series

**Engagement:**

* a range of community engagement events designed for students and the broader campus community.
* Our student-focused Get Connected series offers a space specifically for students who self-identify as Black, Indigenous, and People of Colour, and Two-Spirit, queer and/or trans.
* the IGNITE Book Club, explores and discusses memoirs written by renowned racialized authors.

# Centre for Teaching, Learning, and Technology, Centre for the Integration of Research, Teaching, and Learning

<https://ctlt.ubc.ca/programs/graduate-student-ta-programs>

[shaya.golparian@ubc.ca](mailto:shaya.golparian@ubc.ca); [natalie.westwood@ubc.ca](mailto:natalie.westwood@ubc.ca)

Graduate Student and TA Teaching Development Programs

Instructional Skills Workshop (ISW):

* 24 hour, peer-based workshop
  + Theories of lesson design
  + Teach 3 mini-lessons
* Transcript notation & Certificate

Certificate in Advanced Teaching and Learning

* Year long, 150 hours → prepare for career in teaching in higher education
  + Education theory
  + 1-on-1 mentorship in discipline
  + Practicum, Mentorship, Scholarship of Teaching and Learning (SoTL)

TA Institute

* Series of workshops – next session January 17-21 <https://institute.ctlt.ubc.ca/ta-institute/january-2022-ta-institute/>
* Address current TA needs → Online Teaching:
  + Designing for Impactful Teaching
  + Implementing Impactful Teaching Practices
  + Teaching for Inclusion and Accessibility
  + Teaching with Technology
  + Professional (Interpersonal) Skills
  + Centering Student and TA Wellness

Other Programs for Graduate Students & TAs

* Graduate Student in Teaching Mini-Conference
  + Provides an opportunity for graduate students to build skills and deepen knowledge of teaching practices
  + Held during Celebrate Learning Week (usually the last week of April)
  + Open to graduate students to attend and submit contributions
* [Graduate Peer Review of Teaching](https://ctlt.ubc.ca/programs/all-our-programs/graduate-formative-peer-review/peer-review-of-teaching-for-graduate-students/)
* [Graduate Peer Review of Presentation](https://ctlt.ubc.ca/programs/all-our-programs/graduate-formative-peer-review/graduate-peer-review-of-presentations/)
  + Invite an experienced graduate student peer reviewer to observe a lesson or presentation. The reviewer will provide formative feedback based on their observations. The goal of the program is to promote discussion and critical reflection about the instructor’s teaching style and the presenter’s presentation style.
* Centre for Integration of Research, Teaching and Learning (CIRTL)
  + <http://cirtl.ubc.ca> CIRTL@UBC is the UBC node of the Centre for the Integration of Research, Teaching and Learning (CIRTL), a network of research-intensive universities interested in improving STEM undergraduate teaching through graduate student and postdoc training. The mission of CIRTL is to enhance the training and support available to graduate students and postdoctoral fellows who teach in STEAM undergraduate classes.
* Foundations of Pedagogy (FoP)
  + <http://cirtl.ubc.ca/get-involved/cirtl-associate/foundations-of-pedagogy/>

# Graduate Pathways to Success

[www.grad.ubc.ca/gps](http://www.grad.ubc.ca/gps) , [conny.scheffler@ubc.ca](mailto:conny.scheffler@ubc.ca) ; [graduate.pathways@ubc.ca](mailto:graduate.pathways@ubc.ca)

70 sessions were hosted: Sept 2020 – Aug 2021; Total Attendances (not individuals): 3298

(a full attendance report or information on department or program specific information is available by contacting [conny.scheffler@ubc.ca](mailto:conny.scheffler@ubc.ca) or [jacqui.brinkman@ubc.ca](mailto:jacqui.brinkman@ubc.ca) )

Annual workshop topics/themes:

* Career Series (Resume, LinkedIn, Interviews, Panels, etc.)
* Grad School Success Series (Grad School Strategy, Thesis, Doc Exams, Awards & Scholarships, Faculty panels on presenting and publishing, etc.)
* Wellness Series (Procrastination, Resiliency, Impostor Syndrome, etc.)
* Statistics Series (6 part series- hosted annually with [ASDa](https://asda.stat.ubc.ca/))
* Special lectures on various topics (Writing, Presenting, Small Talk, Conflict Resolution, etc.)

[www.grad.ubc.ca/gps](http://www.grad.ubc.ca/gps)

Some sessions are recorded based on appropriateness of the topic. Available to students at: <https://community.grad.ubc.ca/event-calendar/event-resources>

# Graduate and Postdoctoral Studies, UBC Institutional Memberships

<https://www.grad.ubc.ca/current-students/professional-development> ; [jacqui.brinkman@ubc.ca](mailto:jacqui.brinkman@ubc.ca)

**Additional G+PS Initiatives**

* GradStart Welcome Events (<https://orientation.grad.ubc.ca/> )
* PhD Connections and Candidacy to Completion (by invitation); these events are re-orientation to resources and support to 1st year PhDs (2-4x/year) as well as PhDs who have reached candidacy within the previous 6 months (2x/year)
* Community.grad.ubc.ca forums
  + For incoming students (forums on finding accommodation, meeting peers, etc.)
  + For all current students: Workshops/Events, Student Employment, Postdoc opportunities, etc.
* Graduate Game Plan, an online step-by-step guide to help students navigate their graduate program. <https://www.grad.ubc.ca/current-students/professional-development/graduate-game-plan>

**THREE MINUTE THESIS,** <https://3mt.grad.ubc.ca/>

* Personal Coaching Sessions
* Workshops:
  + Key Messages: Effectively Articulating the Why's and How's of your Research (Workshop/Panels; early Feb)
  + Effectively presenting your Research
* Open Heats, for all disciplines (Hybrid)
  + Thursday, Feb 24: 3:00 – 5:00 pm
  + Wednesday, Mar 2: 10:00 am – 12:00 pm
* Semi-Finals (Live presentations, Zoom)
  + Tuesday & Wednesday, Feb 8&9, 12:00 – 2:00 PM
* Final (Pre-recorded presentations, Zoom)
  + Wednesday, Mar 30, 12:00 – 2:00 PM

<https://www.grad.ubc.ca/current-students/professional-development>

Central professional development site that includes workshops and events, services, and resources listed for campus partners listed above as well as others. Events, services are promoted weekly through the GradUpdate newsletter (thank you for forwarding!) <https://www.grad.ubc.ca/about-us/newsletter/gradupdate> . Information includes:

The Applied Statistics and Data Science Group (ASDa)

* SOS program (one hour free statistics consulting for graduate students) <https://asda.stat.ubc.ca/sos/>
* Free stats consulting through STAT 450/550 <https://www.stat.ubc.ca/free-statistical-consultation-202122-1>

Institutional memberships:

* National Centre for Faculty Development and Diversity, <https://www.facultydiversity.org/>
  + 12 week dissertation success curriculum, writing community, and more
* The Graduate and Postdoctoral Development Network (GPDN/RPESP)
  + National Career Symposium for graduate students and postdoctoral fellows <https://gpdn-rpesp.ca/Career-symposium>
* Mitacs <https://www.mitacs.ca/en/programs/training/about-training>
  + online, on-demand professional workshops and internship opportunities
  + workshop topics that align with the competencies needed by industry partners and employers (project and time management, networking and communication skills, etc.).
* CITI program
  + <https://about.citiprogram.org>
  + Online, on-demand courses on Responsible Conduct of Research, Good Clinical Practice, Behavioural Research Ethics, and more

The site also provides links to free, online professional development resources such as the following individual development plans:

<http://myidp.sciencecareers.org/>

<https://www.imaginephd.com/>

<http://www.cihr-irsc.gc.ca/e/documents/training_idp_form-en.pdf>

Rock the Boat: 4 vignettes on graduate supervision, including a facilitator guidebook that can be used in courses or as a workshop to foster communication on graduate supervisory practices <https://pressbooks.bccampus.ca/rocktheboat/> [rock.the.boat@ubc.ca](mailto:rock.the.boat@ubc.ca)