



College of Human Sciences & Education
School of Leadership & Human Resource Development

SLHRD POLICY: CM 4
Graduate Instructor Development Program

Initially Issued: December 10, 2025
Revised: April 16, 2026

I: Purpose

The Graduate Instructor Development Program (GIDP) is designed to provide supervised learning experience that cultivates instructional skills and delivery opportunities with the support and feedback from a faculty mentor. Ideally, the program will unfold over 3-4 semesters with each semester introducing greater challenge, feedback, and instructional autonomy. The learning experience may ultimately culminate in the graduate instructor development participant being assigned Instructor of Record of an undergraduate LHRD course.

II: Eligibility

To be eligible for the program, a student must:

- Be a current Doctoral student in the LHRD program
- Earned at least 18 LHRD graduate credit hours
- Be in good academic standing
- Have demonstrated professionalism in current courses
- Have excellent communication skills
- Have a related MS degree and work experience is encouraged (prior teaching experience is not require)

III: Developmental Process

Step 1

Students interested in participating in the GIDP should express their interest to their research advisor (i.e., dissertation chair) as early on in their graduate program as possible. This will allow more time for the student and advisor to identify an opportunity to complete the recommended developmental assignment. The research advisor must: a) endorse the student's participation in the GIDP and b) be willing to serve as the student's GIDP mentor. If the dissertation advisor is unable to serve as the student's GIDP mentor, the student must find another LHRD faculty member to serve in this role.

Step 2

The student and GIDP mentor should develop a timeline for meeting the following developmental assignments.

Graduate Instructor Development Program (GIDP) Assignments		
Assignment	Completion Date	GIDP mentor signature
1. Read about & discuss the program, its requirements, & how it fits into the student's schedule & career goals		
2. Observe lectures from 3 different undergraduate courses and instructors		
3. Deliver a 15-minute guest lecture on an academic topic (e.g., colloquium)		
4. Deliver a 15-minute guest lecture on an academic topic (LHRD course)		
5. Participate in a conference presentation or professional public speaking event		
6. Develop and deliver a lecture for an undergrad LHRD class		
7. Develop a sample syllabus for an undergrad LHRD class		
8. Complete a Faculty Tec Center Moodle training course		

IV: Instructor of Record Application Process

Once all GIDP developmental assignments have been met, GIDP student participants may apply to serve as Instructor of Record of an undergraduate LHRD course.

To be eligible, GIDP participants must hold an LHRD MS degree -OR- have successfully passed the LHRD General Exam (i.e., ABD status). Completing the GIDP assignments does not guarantee being hired as an Instructor of Record to teach an undergraduate LHRD course section. The Instructor of Record assignment is contingent upon course availability for a given semester. For this reason, students should allow ample time (at least one year prior to graduation) to complete the GIDP assignments to increase the likelihood of adjunct placement.

GIDP participants are to complete the Instructor of Record application form and must provide: Completed GIDP Assignment checklist; Resume/CV; Official Transcript.

Application Link: https://lsu.formstack.com/forms/gidp_ior_application