# INDIVIDUAL DEVELOPMENT, YEAR 5, SCIENCES

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<tr>
<th>Areas to Develop</th>
<th>Goals: Long-term</th>
<th>Goals: Short-term</th>
<th>Overall Strategies for reaching goals</th>
<th>Steps and timeline for completion of goals</th>
<th>Resources available</th>
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<tr>
<td><strong>Dissertation</strong></td>
<td>- Finish dissertation by spring-summer 2015 - Defend and graduate</td>
<td>- Outline chapter - Plan out remaining chapters for the next year</td>
<td>- Define remaining work - Prioritize chapters - Research formats, organization and styles of previous dissertations - Set regular meetings with advisor to evaluate progress</td>
<td>- Set time daily to write - Plan fall schedule around writing - Schedule goal dates for each chapter - Goal of a chapter every two months - Circulate copies of chapters to committee members for feedback - Reevaluate writing plan at end of Fall semester</td>
<td>- Advisor/committee - Jean Smith - Writing Center</td>
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<td><strong>Research</strong></td>
<td>- Complete research needed for dissertation - Publish research results - Present results at conference - Identify possible new research directions for future</td>
<td>- Outline remaining research left to complete - Finish remaining experiments - Stay current on research and publications - Finish fungus images processing for game</td>
<td>- Create schedule for obtaining goals - Identify new collaborations - Identify abstracts/topics to present - Finish analysis - Delegate a student worker to do tedious/repetitive and time-consuming data processing - Constant online presence for LK</td>
<td>- Finish remaining experiments in Summer - If not complete by summer, plan for experiments in Fall, Winter and Spring break - Submit to MUL + 1 other conference - Set up twitter/blog for BD - Contact possible collaborators to discuss future research directions/possible post-doctoral advisors.</td>
<td>- Advisor/committee - Collaborators - Outside perspective - Other researchers and students - Libraries - Conferences</td>
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<td><strong>Publishing</strong></td>
<td>- Submit all dissertation chapters for publication - Improve and grow as a writer</td>
<td>- Finish and submit paper - Start paper on Border Excavation - Collaborate with Joe</td>
<td>- Identify appropriate journals for each chapter/research topic - Form/find a writing circle - Format existing dissertation writing for journal publication</td>
<td>- Check in with AE for restoration paper - Submit paper by end of June - Have draft of HFQ paper by September - Have submission for BE paper by September</td>
<td>- Advisor, mentor - Committee members - Writing Center - writing consultations</td>
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| Teaching                  | -Create teaching dossier for job applications  
|                         | -Develop curriculum  
|                         | -Develop Quantitative methods curriculum  
|                         | -Apply for teaching positions  
|                         | -Create syllabus, finalize course materials for class  
|                         | -Create assignments for Fall and Spring  
|                         | -Organize field trip  
|                         | -Submit course proposal for Spring  
|                         | -Collaborate with VV, CP and KG to finalize materials  
|                         | -Seek course development guidance from University Resources  
|                         | -Get feedback from mentor on teaching observation  
|                         | -Draft of syllabus by end of May  
|                         | -Draft of topics for class sessions by June  
|                         | -Schedule topics, speakers, field trips and assignments by July  
|                         | -Create class website by August  
|                         | -Run assignments by other students  
|                         | -Review and assess direction for quantitative methods by September  
|                         | -Submit course proposal by October  
|                         | -Advisor  
|                         | -Mentor  
|                         | -Center for Teaching and Learning  
|                         | -Instructional development services  
|                         | -Preparing Future Faculty Program  
|                         | -MOQU  
| Job Search               | -Aggressive job search in Summer and Fall  
|                         | -Apply for tenure-track, post-doctoral, visiting professorship, community college, educational outreach positions.  
|                         | -Create master CV/resume  
|                         | -Develop and maintain research website  
|                         | -Maintain digital presence and networking  
|                         | -Get feedback on application materials and cover letters  
|                         | -Develop and practice job talk  
|                         | -Practice responses to interview questions  
|                         | -Identify letter writers who could write about specific abilities and skills  
|                         | -Seek advice from mentors—learn from their experiences and insights  
|                         | -Monitor academic postings  
|                         | -Have research website complete by May  
|                         | -Update CV by June  
|                         | -Finish master resume by June  
|                         | -Have basic set of academic dossier materials for job applications by July/August  
|                         | -Have a set of possible job talks slides by August/September  
|                         | -Get feedback from advisor/mentor/others  
|                         | -University Counseling and Career Resources  
|                         | -Center for Teaching and Learning  
|                         | -List serves and job posting sites  
|                         | -Departmental colleagues  
|                         | -Advisor  
|                         | -Mentor  
| Fellowships/grants      | -Apply for NSF Postdoctoral Fellowship  
|                         | -Apply for IOMB Policy Fellowship  
|                         | -Review requirements for fellowship  
|                         | -Write fellowship proposal  
|                         | -Identify possible fellowship mentors  
|                         | -Identify possible letter writers  
|                         | -Have basic idea and rough draft of application materials by January  
|                         | -Find resources!
| Professional development | -Seek out professional development  
-Identify workshops to attend to  
-Set up consultation appointments | -Identify possible workshops to attend to  
-Set up consultation appointments | -FEQW Teaching workshop in summer  
-POND in summer  
-Program for Early Career Faculty | -University Counseling and Career Resources  
-Center for Teaching and Learning  
-Instructional Development Services |
|-------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|
| Writing development     | -Improve writing skills  
-Identify weaknesses in writing  
-Seek writing support | -Get feedback and assessment on strengths and weaknesses  
-Seek writing support | -Writing prompts  
-Constant writing  
-Scheduled writing  
-Find or set up writing group  
-Read and analyze ‘good’ papers | -Bi-monthly meetings at writing center  
-Monthly assessments from advisor or mentor? | -Advisor  
-Mentors  
-Collaborators  
-Writing Center  
-writing consultations |
| Mentoring               | -Publish paper with Pat and Katie  
-Create IDP with TF and EC | -Outline and map work for summer for interns  
-Identify remaining work necessary for publication with interns  
-Identify interests and goals for interns | -Schedule regular meetings with interns  
-Schedule writing goals and prompts to start paper writing  
-Constant evaluation of analysis and data | -Goal for paper with TF and EC by December (ideally) | -Advisor  
-Writing Center  
-Other researchers |