

G-RISE Prof. Dev. Workshop

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12-step program for productivity in grad school

1. Time management (and remember the 3Ds – dedicated, determined, diligent)
2. Learn about the academic enterprise (research, teaching, service, funding, etc.)
3. Keep learning (keep up with the literature in your field; Make your Profs work for you; Get help before you need it)
4. Fight imposter syndrome
5. Publish soon and often (including reviews/synthesis); publish in general and disciplinary/specialized journals (stay away from predatory outlets) and aim high
6. Cultivate a supportive community around you (mentors, sponsors, role-models).
7. Be persistent with your research (keep meticulous records)
8. Do or be part of collaborative projects
9. Don't waste your time competing (the race is long, and at the end, it is only with yourself)
10. Learn to tell a good scientific story (esp. about your dissertation research)
11. Think about your career - learn to teach; network - give oral and poster presentations at conferences and other venues, and organize seminars and invite speakers in your department
12. Don't stop being yourself; take care of you – do not overwork.

Modified from Toor 2019, Karawdeniya 2019 & outline by Mary Jamieson. Much of the advice and information presented here was taken, with permission, from a document compiled by Anurag Agrawal. Anurag notes that "Jennifer Thaler, Nora Underwood, and Helen Rodd donated their compiled packets, with the comments and input from Rick Karban, John Thompson, Dan Doak, Peter Kareiva, Spencer Barrett, Chris Eckert, Locke Rowe, Margaret Ptacek, Judy Stamps, Joe Travis, Sharon Strauss and many others."

courtesy: Prof. Asmeret Berhe

Individual development plan (IDP)

Your personal plan for your professional growth, where you get to identify your goals and objectives, and chart the course for your success.

IDPs help you

- Set your own short- and long-term goals for professional development.
- Prioritize your goals
- Identify your strengths and weaknesses;
- Highlight key passions you would like to use in your job
- Identify key skills, competencies you need to develop/learn to achieve your goals
- Implement IDP and revise periodically as needed (at least annually)

IDPs

Goals	Actions	Resources	Timeline	Helpful notes
Goal #1				
Goal #2				
Goal #3				

- To make the most of IDPs, use it as the basis of conversation with your supervisor/advisor/mentor about your career/life goals students should take responsibility for completing IDPs and seeking advice and feedback from their mentor(s)
- Goals may be focused on any number of areas, including:
 - Career development, professional exploration
 - Research projects
 - Teaching and Learning
 - Inclusive excellence
 - Health and wellness
 - You can also make space in IDPs to keep track of keep track of your accomplishments, notable experiences

IDP advice for early career researchers

- Set major goals and commit to see them through
- Make sure to set specific goals, along with specific steps you will take to implement the goals you set
- Make sure to include your institution/grad programs goals you have to meet
 - Your goals should be SMART
- Seek feedback
- Include timelines



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