



Teaching and Faculty Career Development Timeline for Doctoral Students

Years 1 – 2 (Coursework)

Years 2 – 4 (Dissertation & Research Work)

Final Years (Final Dissertation & Job Search)

Develop and Document Teaching Skills

- Develop your teaching skills and experience through Teaching Assistant opportunities
- Attend the CTE Graduate Academy for College Teaching or your departmental TA orientation
- Attend teaching development workshops
- Arrange for a classroom observation of your teaching
- Reflect on and use your student feedback: IEF & ICES
- Complete the **CTE Graduate Teacher Certificate** (or the **Certificate in Foundations of Teaching** if you have limited teaching opportunities)

Invest in Yourself

- Fully understand your program of study
- Write your resume and/or CV and update regularly
- Expand your horizons through campus clubs and organizations, volunteer work, etc.
- International students—practice English speaking skills and learn about US culture through interaction with American students

Expand Awareness of Career Options

- Attend a CareerSTART workshop in the Graduate College and create an individual development plan
- Participate in a career exploration group and/or attend a workshop on career development and job search topics offered by Graduate College Career Services

Build Networks and Position Yourself

- Meet and network with graduate students and faculty in your department and around campus
- Attend talks and presentations and network with attendees and presenters
- Keep in touch with previous contacts from past jobs and/or undergraduate institution
- Find mentors other than your faculty advisor
- Join appropriate professional organizations or disciplinary societies and attend their conferences

Develop and Document Teaching Skills

- Begin the **CTE Teacher Scholar Certificate**
- Consider CTE's specialty certificates, **Citizen Scholar Certificate** and **Certificate in Technology-Enhanced Teaching**, if they fit your experience/goals
- Volunteer as a facilitator for CTE pre-semester TA development programs (Graduate Academy/Symposium)
- Attend teaching workshops (CTE, dept., or conference) or join a teaching reading group to advance your skills

Invest in Yourself

- Make tentative career decisions, set goals, and create an action plan
- Attend a resume/CV workshop at Graduate College Career Services and revise your resume/CV
- Perform service or take a leadership role relevant to your interests
- Join College Teaching Effectiveness Network (CTEN)
- Seek opportunities to be a mentor

Expand Awareness of Career Options

- Explore career options and gain experience and contacts through volunteer work, internships, or employment
- Increase your knowledge of career options by being informed of developments in your field
- Consider faculty and non-faculty options in academia

Build Networks and Position Yourself

- Serve as a volunteer at conferences
- Submit papers, posters, etc. to conferences
- Identify relevant journals for publication of your work
- Submit article(s) for publication
- Examine job descriptions for required qualifications and make necessary adjustments to your career plan
- Network with professionals outside of academia
- Stay in touch with relevant network contacts

Develop and Document Teaching Skills

- Complete the **CTE Teacher Scholar Certificate**
- Participate in the **CTE Teaching Portfolio Program**
- Seek opportunities to teach a course on your own
- Share your pedagogical knowledge by presenting a teaching workshop, leading a reading group, serving as a mentor, etc.
- Revise your teaching philosophy statement and have it critiqued by several people
- Compile your teaching evaluations

Invest in Yourself

- Seek opportunities to serve on job search committees or attend job talks in your department
- Attend workshops on the job search process
- Utilize career development resources offered by your professional organization (conferences or online resources) or Graduate College Career Services

Launch Your Academic Job Search

- Start exploring specific positions and/or postdocs
- Write your dissertation with the goal of publishing
- Draft application materials for the job search, have them critiqued, and revise as necessary
- Learn about academic and non-academic interviewing
- Select and meet with people you plan to use as references and keep them informed of your progress
- Search for and apply to job or postdoc openings
- Research each organization you are applying to and tailor your materials to the organization and position
- Practice your interviewing skills
- Pursue interviews at conferences in final year
- For academic jobs, revise and practice your job talks with mock audiences who give feedback (if possible)
- Learn about salary negotiation and get advice on negotiation through Graduate College Career Services' programs