

Developing

Supporting

Leading

GOAL DEVELOPMENT BY DOMAIN

Use the Developmental Domains described in Section 2 to identify areas of focus for continued development. The goals you list below and on the next two sheets can be for your own benefit, or may provide a basis of a conversation with a developmental network coach, or, if you are seeking to develop toward a particular point of review, an assigned department mentor, your chair, or dean.

Domain/ Priorities	Potential Topics	Goal Development by Domain <i>Include long (2-4 years) and Short (1-2 year) goals.</i>
Navigating the University and Community	Understanding the academic and department culture, policies and unwritten rules. Learn what is rewarded. Identify key people to know. Establish/elevate your on-campus reputation. Understand service expectations, including how to make this responsibility a win/win for you and the department/university.	
Excelling at Teaching & Outreach	Identifying resources to support teaching such as developing new courses, new pedagogy and technology. Managing a productive and inclusive classroom. Managing and supervising a teaching lab. Recruiting, managing and evaluating TAs and other supports. Effective and efficient use of social media. Interdisciplinary/global curricula. Managing and reflecting upon student feedback. Designing and implementing outreach plans.	
Excelling at Research / Scholarship Productivity	Identifying resources to support research in areas such as safety, equipment, facilities, and supplies. Developing a research/writing plan. Identifying funding sources. Collaboration expectations. Soliciting substantive feedback on manuscripts, concept papers, grants, etc. Publishing and scholarly productivity. Building, supervising and managing a research lab and research team. Attracting, engaging/recruiting, supervising and enhancing productivity of graduate students, post docs and RAs.	

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Maximizing Advancement - Tenure, Promotion & Reviews	Understanding, defining for oneself and meeting the metrics (formal and informal) you will be judged by including measurement. How to target your outputs to position you for the next advancement or review opportunity. Specific steps/ benchmarks in the tenure or promotion process. Developing an exceptional dossier, CV, annual report, etc. Feedback on the annual and 3-year faculty review. Discussions about "Just right" preparation. Considering the next steps after becoming a full professor and leadership development.	
Creating and Maintaining Work - Life Balance	Understanding your core values and goals to integrate career and life expectations. Prioritizing/balancing key responsibilities. Work skills sets such as time management, communication, and organization. Quality of life issues such as resolving dual career needs, childcare, and affordable housing. Awareness of parameters and best practices in using family leave and other policies. Finding confidants to provide affirmation and serve as a sounding board and role models. Support for holding yourself accountable for what really matters to you.	

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<p>Developing Professional Networks</p>	<p>Develop a trusted set of mentors from your social network for your developmental network. Evaluate and review social network including attention to internal and external campus connections. Establishing substantive, career-enhancing relationships with faculty and researchers who share similar interests in research and/or teaching. International connections.</p>	
<p>Acting within Your Discipline</p>	<p>Developing a national and international reputation. Self - promotion and branding. Effective online presence and use of online tools. Joining and effective practices as a member of an editorial boards or grant review panels. Leadership in professional associations. Awards and nominations. Presenting or serving on a panel at high impact conferences or other settings. Cultivating an intellectual community. Entrepreneurialism (intellectual property, tech transfer, working with industry, etc.).</p>	
<p>Adapted in part from Sorcinelli and Yun (2007), Yun and Sorcinelli (2008) and the Faculty Mentoring Policy & Resources, version 2.1 – 7/16/2013 by Wright State University, College of Science and Mathematics.</p>		