PHD PROGRESSION TIMELINE

Years 1-2
- Level 1: Individual Development Plan (CDP)
  - Explore Career Aspirations
  - Building a Research Team and Identifying Supervisor
- Level 2: Writing a CV
- Level 2: Professional Development
  - Informational Interview

Years 2-3
- Level 1: Career Conversation
  - Career Conversation with a Mentor
  - Expand Research Area

Years 3-4
- Level 1: Career Conversation
  - Career Conversation with a Supervisor
- Level 2: Writing a Research Statement
- Level 2: Writing a Teaching Philosophy

Years 4-5
- Level 1: Job Exploration
- Level 2: Writing a Resume

Years 5-6
- Level 1: Developing Job Offers
- Level 2: Writing a Cover Letter
PHD PROGRESSION TIMELINE

Years 1-2
- Communication
  - Level 1
    - Communications Skills: Principles of Effective Communication
    - Communications Skills: Conventions of Academic Writing
    - Communications Skills: Basics of Presenting
    - Communications Skills: Common Communication Challenges
    - Communications Skills: Academic Writing for Non-Native Speakers
    - Communications Skills: Writing Process
  - Level 2
    - Communications Skills: Self-Editing Strategies
    - Communications Skills: Receiving & Incorporating Feedback
    - Communications Skills: Literature Reviews
    - Communications Skills: Abstracts
    - Communications Skills: Organizing Research and Writing
    - Communications Skills: Integrating Research into Writing
    - Communications Skills: Conference Posters & Presentations
    - Communications Skills: The Elevator Pitch
    - Communications Skills: Communicating with a Broad Audience

Years 2-3
- Communications Skills: Communications in Digital Media

Years 3-4
- Communications Skills: Communications in Digital Media

Years 4-5
- Communications Skills: Communications in Digital Media

Years 5-6
- Communications Skills: Communications in Digital Media
PHD PROGRESSION TIMELINE

Discipline-Specific Knowledge

Level 1
- Doctoral Degree Plan
- Coursework
- Degree Milestones

Level 2
- Language Exam(s)
- Coursework
- Qualifying Exams/Tests
- Responsible Conduct of Research
- Prospectus
- Creating a Dissertation Committee
- Prospectus Defense
- Teaching
- Presented at a Conference
- Dissertation Defense
- Final Paper Published
- Dissertation Submitted
PHD PROGRESSION TIMELINE

Years 1-2
Management & Leadership
- Level 1
  - Understanding the Work Environment
  - Basics of Project Management
  - Basics of Project Budgeting
  - Organization Structure
  - Roles and Functions of a Manager

Years 2-3
Management & Leadership
- Level 2
  - Project Management Frameworks & Tools
  - Introduction to Leadership
  - Diversity, Equity, and Inclusion in Management

Years 3-4
Management & Leadership
- Level 2
  - Managing Teams
  - Organizing & Leading Effective Meetings
  - Delegation & Motivation

Years 4-5
Management & Leadership
- Level 2
  - Conflict Resolution
  - Change Management

Years 5-6
Management & Leadership
- Level 2
  - Project Planning & Goal Setting
  - Time Management
PHD PROGRESSION TIMELINE

Years 1-2
- Introduction to Research
- Research Process Tools
- Research Support

Years 2-3
- Understanding Bias in Research
- Responsible Conduct of Research
- Discipline-Specific Technical Skills
- Data Management

Years 3-4
- Plagiarism and Citation Management
- Authorities, Intellectual Property, and Copyright

Years 4-5

Years 5-6
PHD PROGRESSION TIMELINE

Teaching

Level 1

- TEACHING SKILLS: Understanding Learning
- TEACHING SKILLS: Course Design and Development
- TEACHING SKILLS: Teaching Support and University Policies
- TEACHING SKILLS: Inclusive Teaching
- TEACHING SKILLS: Learning Assessment and Feedback
- TEACHING SKILLS: Teaching Fellow Roles and Responsibilities
- TEACHING SKILLS: Teaching with Technology

Level 2

- TEACHING SKILLS: Introduction to Inclusive Pedagogy
- TEACHING SKILLS: Reflecting on Instructor Identities
- TEACHING SKILLS: Developing Inclusive Assignments
- TEACHING SKILLS: Reflecting on Student Identities
- TEACHING SKILLS: Inviting Equitable Participation
- TEACHING SKILLS: Fostering Classroom Climate
PHD PROGRESSION TIMELINE

Self-Awareness

Level 1

- Individual Differences and Bias
- Inclusion Environment
- Resilience
- Priority Management
- Cultural Awareness
- Conflict Management
- Stress Management
- Financial Management

Level 2

- Developing a Growth Mindset
- Overcoming Imposter Syndrome: Shaping your Self-Confidence
- Boundary Setting
- Preparing to Change Triggers
- Creating Safe Environments
- Personal Goal Setting
- Pushing back against criticism
- Building Collaborative Relationships
- Articulating Personal Strengths
- Making your Research more Sustainable