



CAREER ASSESSMENT

FUTURE PLANS ASSESSMENT

Career choices and goals should inform the creation of individual development plans. Discussing the following questions with your advisor about long- term plans can be extremely beneficial.

Where do you want to work?

Small R1, Large R1, Public vs Private, Medical School, K- 12, Undergraduate Institution, Minority-Serving Institution, Religious Institution, Community College

How to Find a Job Outside Academia: Applying Academic Skills for Expanded Opportunities

Fellowship & Career Opportunities

What kind of faculty position do you want?

Tenure-stream? or Fixed Term?

Do you want to obtain a post-doc position?

If yes, what type of post-doc position? One that involves only research or one that also includes teaching?

Below are questions to assess your current level of preparation with respect to the four categories of CAFFE. Use this assessment to guide the selection of events from the CAFFE menu.

EXPECTATIONS OF ACADEMIC INSTITUTIONS

- **How do you secure a postdoctoral position?**
- **How does the process differ between obtaining a research versus a teaching & research post-doc?**
- **What is the difference between tenure and fixed term faculty position?**
- **Do you know the expectations of the different institutions: Small R1, Large R1, Public vs Private, Medical School, K-12, Undergraduate Institution, Minority-Serving Institution, Religious Institution, Community College**
- **What do you know about academic hiring and promotion?**
- **How much do you know about academic governance?**

- Do you understand the graduate admissions process?
- Are you familiar in fostering partnerships with organizations outside the academy, both in terms of research collaborations or as funding sources?
- Are you familiar with review of research projects by Institutional Review Boards?

FACULTY KNOWLEDGE ESSENTIALS

- How comfortable are you in mentoring students?
- How comfortable are you in teaching students?
- Have you a strong understanding about how people learn?
- Are you comfortable with the different types of curriculum design (online courses, lectures, small classroom)?
- Are you comfortable with assessment techniques of student learning outcomes and their meaning?
- Are you aware in difference sources of funding?
- Do you know how to develop a research program, research agenda and trajectory?
- Are you familiar with the professional associations in your field? Are you a member of relevant professional and academic associations?
- Do you know how to seek and establish in field and interdisciplinary collaborations?
- How comfortable are you with processes of co-authoring publications and patents?
- Are you familiar with publishing in your field (high impact journals, book publishing, editing volumes)?

ACADEMIC WORK SKILLS AND RESPONSIBILITIES

- Do you have much experience in managing projects?
- How proficient are you in writing grants?
- Can you establish a workable/realistic schedule?
- Could you improve your time-management skills?
- What experience have you had in conflict management and negotiation?
- What experience have you had in working with culturally diverse groups?

- Do you have much experience training personnel?
- How would you define leadership in the discipline?
- Are you familiar with the institutional resources to support your work?
- Are you familiar with different teaching techniques and the use of new technologies in the classroom?
- Are you proficient in presenting your research at academic conferences?

PROFESSIONAL ATTITUDES AND ETHICS

- Have you received training in responsible conduct of research?
- Describe your experiences in creating an inclusive community?
- Can you describe form of social an economical accountability for your research (in terms of institutional expectations, including external ones)?
- How will you continue your work in developing inclusive communities in the future?
- How familiar are you with the peer review process and confidentiality?
- How familiar are you with the process of intellectual ownership?

OTHER THINGS TO CONSIDER

The offerings of the CAFFE menu cover a wide range of topics and we update the calendar of events often.