

FACULTY CAREER/5-YEAR DEVELOPMENT PLAN (CDP)

Purpose: The purpose of a career/5-year development plan (CDP) is to facilitate the planning of the activities and milestones leading to promotion and tenure or other professional goals, depending on career stage. A central feature of a CDP is a 5-year blueprint for developmental activities in research, teaching, and service that will position faculty for success at each stage of their career. This plan should be reviewed and modified as appropriate on an annual basis.

Objectives:

- Outline specific activities that will enhance the skills needed to succeed in your current role
- Provide a framework for evaluating your research, teaching, and service activities based upon your individual needs and departmental/university criteria
- Help you prioritize resources and time spent on activities that are most important and beneficial for your development and performance
- Document your goals and developmental needs so that you can identify resources at UNM that can provide assistance in these areas
- Build in specific wellness activities that will help sustain your productivity and enhance work-life balance

Process:

- Become familiar with department and university policy and procedures, including key dates and timelines, levels of approval, and specific criteria developed by your home department.
- Complete the 5-year plan and review it regularly.
- Meet with your department chair and/or mentor(s) regularly to discuss your plan and your progress.

Professional Development Activities:

This tool will ask you to consider professional development activities in research, teaching, and service. However, one or more of these areas may have more activities than others based on your specific interests and development needs.

2. Research and Scholarship

- Describe your vision as a researcher or scholar. How would you like to be viewed within your discipline? (*What is novel about your research or scholarship? What do you want to be known for in your field?*)

- **Activities:** What short-term milestones do you need to hit to achieve your vision? (*e.g., rate and types of publications, grant funding/targets, presentations, etc.*)

- **Resources:** What support is needed to help you attain this goal? Examples of support might include, but are not limited to, financial resources (*e.g., travel to support research*), personnel resources (*e.g., graduate assistants*), or professional development opportunities (*e.g., training on grant funding, lab management, writing support*)?

- **Network:** Who are the primary people you currently collaborate with? Who would you like to collaborate with that would help in the development of your career? How will you increase your visibility within the larger scientific community?

3. Teaching/mentoring

- Describe your goals as a teacher and mentor.

- **Resources:** What support is needed to help you attain these goals?

- **Activities:** What courses you would like to teach/develop? How will you improve your pedagogical and/or mentoring skills?

FACULTY CAREER/5-YEAR DEVELOPMENT PLAN:

RESEARCH/SCHOLARSHIP

Long Term Goals: (Promotion/Tenure)

Specific Outcomes to be achieved: (i.e., target # of pubs, presentations, funding, etc.)

- 1.
- 2.
- 3.
- 4.
- 5.

Short Term Goals: Actions to Achieve Long Term Goals (Examples of these are below but adaptable)

Actions/Activities	Timeframe
1. Funding (e.g., grant writing workshop, grant panels, meeting with program officers)	(e.g. Year 1, FA21, summer 2021)
(a)	
(b)	
(c)	
2. Publications/patents (e.g., writing circles, manuscript workshops, data collection)	
(a)	
(b)	
(c)	
3. Develop network of collaborators (e.g., conference attendance, chair symposia, networking workshops)	
(a)	

(b)	
(c)	
4. Establish/expand research group (<i>e.g., recruiting RAs/postdocs, UG researchers, etc.</i>)	
(a)	
(b)	
(c)	
5. Work/Life Integration (<i>e.g., balancing workload with personal obligations, building support network</i>)	
(a)	
(b)	
(c)	

Additional resources required or skill development not included in above

- 1.
- 2.
- 3.

FACULTY CAREER/5-YEAR DEVELOPMENT PLAN: TEACHING & MENTORING

Long Term Goals: (Promotion/Tenure)

Specific Outcomes to be achieved: (i.e., Excellence in Teaching and Mentoring, MS/PhD students graduated; curriculum reform, etc.)

- 1.
- 2.
- 3.
- 4.
- 5.

Short Term Goals: Actions to Achieve Long Term Goals (Examples of these are below but adaptable)

Actions/Activities	Timeframe
1. Teaching (e.g., classes taught, pedagogical workshops and training; curriculum development)	(e.g. Year 1, FA21, summer 2021)
(a)	
(b)	
(c)	
2. Mentoring undergraduate students	
(a)	
(b)	
(c)	
3. Mentoring graduate students & postdocs	
(a)	
(b)	

(c)	
4. Managing workload & class preparation	
(a)	
(b)	
(c)	
5. Work/Life Integration (<i>e.g., balancing workload with personal obligations, building support network</i>)	
(a)	
(b)	
(c)	

Additional resources required or skill development not included in above

- 1.
- 2.
- 3.

FACULTY CAREER/5-YEAR DEVELOPMENT PLAN: SERVICE

Long Term Goals: (Promotion/Tenure)

Specific Outcomes to be achieved: (i.e.. Building (expanding) profile internal and external to UNM)

- 1.
- 2.
- 3.
- 4.
- 5.

Short Term Goals: Actions to Achieve Long Term Goals (Examples of these are below but adaptable)

Actions/Activities	Timeframe
1. Departmental Activities	<i>(e.g. Year 1, FA21, summer 2021)</i>
(a)	
(b)	
(c)	
2. College/University Activities	
(a)	
(b)	
(c)	
3. Academic/Professional Society Activities	
(a)	
(b)	
(c)	

4. Editorial or Review Panel Activities	
(a)	
(b)	
(c)	
5. Work/Life Integration	
(a)	
(b)	
(c)	

Additional resources required or skill development not included in above

- 1.
- 2.
- 3.