

**Goals, Strategies and Actions – An Example of a 3-year career program  
(September 2007 - August 2010)**

- To built a meaningful core research program

Strategy	Action	Timeline
Continue to develop postdoctoral research program	Finish experiments that complete ongoing research programs and write papers	Research: Sep 07-Dec 07 Papers: Sep 07-March 08
Explore new, but complementary, lines of research	Experimental tests of hypothesis	Sep 07-March 08
Explore the possibility of collaborative ventures with people within and outside department and field	Networking seminars? Attend meetings?	Summer 08 meetings
Recruit laboratory personnel to carry out ideas	Spread the word, networking, attend meetings	Summer 08 meetings, Sep 08-May 09
Secure funding to carry out ideas (medium and high stake pots)	Apply for grants from foundations and from NIH	1st round: Feb 08-June 08 2nd round: Dec 08-Feb 09
Establish great working environment	Develop management skills (reading, attending workshops)	Attend seminars as available throughout 07-08
Establish mentorship relationships with colleagues and lab personnel	Keep in touch with advisors, colleagues, peers within and outside the Dept. and University	Ongoing, meeting 08-09
Establish mechanisms to keep morale high	Have to think about it. Games? Outings?	09-10 and beyond
Start exploring mechanisms to become more visible in the scientific comm.	Contact friends and offer to visit their institutions, attend meetings	Ongoing, particularly 08-09-10

- To built a meaningful teaching program

Strategy	Actions	Timeline
Become familiar with the student culture at the Department and Institution	Attend new faculty events and talk to colleagues, mentors, students	June 08 onwards
Analyze the relationships between the departmental needs, student needs and personal needs	Reflection	June 08 onwards
Develop courses that have 1) solid content, 2) problem-solving elements and are 3) pedagogically sound	Sit down at similar courses given by other professors, read material, attend teaching seminars, prepare material incorporating likes of past experiences, but don't overdo it	Attend lectures Fall 07, attend seminars winter/spring 08, prepare materials summer 08
Develop mentorship relationships with students as needed	Observe, listen, reflect student needs	June 08 onwards

- To become effective member of my Department and Institution

Strategy	Actions	Timeline
Become familiar with the procedures at my new Department and Institution	Read guidelines, be in contact with Chair, colleagues, etc., attend meetings, observe listen, learn, reflect	Ongoing, but particularly June 08 and on
Become familiar with the social component of new Department and Institution	Be in contact with Chair, colleagues, attend new faculty events, observe, listen, learn, reflect	Ongoing, but particularly June 08 and on