### Core Competencies/Timeframe

<table>
<thead>
<tr>
<th>Core Competencies/Timeframe</th>
<th>Early Grad</th>
<th>Mid Grad</th>
<th>Late Grad/Postdoc</th>
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| **Writing and Research**    | - Assess writing and speaking skills  
- Attend grant-writing workshop  
- Seek individual writing consultations through the Writing Center  
- Take course in writing | - Develop grant or fellowship application  
- Develop papers for journal submission  
- Take grant-writing course such as GRAD Grants/Grantsmanship  
- Present at a regional or national conference | - Attend Dissertation Boot Camp  
- Form dissertation writing group  
- Present at departmental colloquia  
- Practice job talks or research presentations |
| **Teaching at the College Level** | - Attend GTA orientation  
- Take pedagogy course  
- Attend teaching workshops  
- Apply for Certificate in University Teaching | - Gain teaching experience  
- Attend teaching workshops  
- Continue the Certificate in University Teaching  
- Build your teaching portfolio | - Complete teaching portfolio  
- Complete Certificate in University Teaching |
| **Leadership and Entrepreneurship** | - Attend leadership workshops  
- Apply for LIINC program events  
- Mentor undergraduates  
- Take GRAD Leadership Essentials course  
- Attend LIINC events to network with industry  
- Seek leadership opportunities on campus or through volunteering | - Attend GRAD Leadership Essentials course  
- Attend LIINC events to network with industry  
- Seek leadership opportunities on campus or through volunteering | - Develop a business plan or selfbranding strategy  
- Lead initiatives in department  
- Seek internships or fellowships |
| **Completing Your Degree** | - Select advisor and form committee  
- Complete Research Ethics training  
- Seek faculty and peer mentors  
- Read literature and formulate research focus  
- Apply for conference presentations and/or publications  
- Attend grant-writing workshops or courses  
- Develop and conduct dissertation research | - Apply for conference presentations and/or publications  
- Attend grant-writing workshops or courses  
- Develop and conduct dissertation research | - Write dissertation and prepare for defense  
- Present and publish papers  
- Decide on future research directions |
| **Career Exploration** | - Visit Career Services to learn about personal skills assessments  
- Use disciplinary societies (such as American Chemical Society) to learn about careers in your field  
- Join Versatile PhD  
- Create an individual development plan, such as myidp.sciencecareers.org  
- Register for professional networking sites, such as LinkedIn  
- Attend departmental job talks | - Take GRAD Preparing Future Faculty course  
- Attend Graduate Career Symposia  
- Attend job fairs and conduct informational interviews with help from Career Services  
- Network at conferences to find job leads  
- Investigate career paths on Versatile PhD  
- Seek internship opportunities through alumni connections or MountaineerTrak | - Prepare tailored job search materials for different positions  
- Conduct mock interviews through Career Services or department  
- Apply and interview for jobs  
- Negotiate job offers |
| **Student Life** | - Attend graduate student events  
- Meet students in your program  
- Join Graduate Student Advancement Society  
- Take advantage of WellWVU, Rec Center, Carruth Center, campus performances, sporting event, peer networks | - Attend departmental and university events  
- Take advantage of student life opportunities | - Prepare for transition to career  
- Assess ongoing needs for work-life integration  
- Take advantage of student life opportunities |

Competencies developed by Dr. Jenny Douglas, Director of iTeach