

CAREER PLANNING: LATE STAGE RESEARCHERS

This module is aimed at developing the career planning skills of research students who are in the final 18 months of their PhD.

LEARNING OUTCOMES:

On successful completion of this module the learner will be able to:

- Evaluate the psychology of transitions in relation to the doctoral experience.
- Reflect on the five key elements of career self management with application to communicating your pre- and post- graduation career story.
- Develop a career plan and goals appropriate to a doctoral candidate.
- Display enhanced communications skills, in particular in oral presentations to varied audiences.
- Display enhanced skills in self promotion and professional networking.

INDICATIVE CONTENT:

Transitions

Schlossberg Theory of Transitions, individual responses & experience of transitions, transition from academia to professional life - moving towards independent expertise.

Self-management & mindset

Career identity, career search efficacy & five key adaptive behaviours in career self management: applying the social cognitive model and principles of positive psychology.

Decision-making

Career planning, decision making & goal setting. Adopting a planful approach to career development.

Advanced Presentation Skills

Workshop to develop oral presentation skills, in particular development of skills in effective presentations to various audiences.

Professional Networking

Dynamic network theory perspective, networking event and presentations to invited academic and industry guests.

MODULE RESOURCES

Recommended Book Resources

- Melanie V Sinche 2016, NextGen PhD: A Guide to Career Paths in Science, 1st Ed., All, Harvard University Press Cambridge, Massachusetts, USA [ISBN: 674-98679-4]
- Bill Burnett & Dave Evans 2020, Designing Your Work Life, 1st Ed., All, Knopf, Penguin Random House New York, USA [ISBN: 9781524711795]
- Stella Cottrell 2015, Skills for Success: Personal Development and Employability, 3rd Ed., All, Palgrave Macmillan London, UK [ISBN: 137-42652-9]

Supplementary Book Resources

- Ron McGowan 2013, How to Find Work in the 21st Century, 6th Ed., All, Thames River Press London, UK [ISBN: 85728-096-1]
- Rajeev Nanda 2019, Rise: Essential Soft Skills for Career Management, 2nd Ed., All, Walnut Publication India [ISBN: 819433210-7]

Recommended Article/Paper Resources

- Robert W.Lent, Ijeoma Ezeofor, M.Ashley Morrison, Lee T.Penn, Glenn W. Ireland 2016, *Applying the social cognitive model of career self-management to career exploration and decision-making*, Journal of Vocational Behaviour, Volume 93, April 2016, Pages 47-57, 10 <https://doi.org/10.1016/j.jvb.2015.12.007>
- CS Hayter, MA Parker 2019, *Factors that influence the transition of university postdocs to non-academic scientific careers: An exploratory study*, Research Policy, 2019 - Elsevier, Volume 48, Issue 3, April 2019, Pages 556-570 <https://doi.org/10.1016/j.respol.2018.09.009>
- Rebekah St. Clair, Tamara Hutto, Cora MacBeth, Wendy Newstetter, Nael A. McCarty, Julia Melkers 2017, *The "new normal": Adapting doctoral trainee career preparation for broad career paths in science*, PLoS One, May 24, 2017 <https://doi.org/10.1371/journal.pone.0177035>
- Vitae Researcher Development Framework <https://www.vitae.ac.uk/researchers-professional-development/about-the-vitae-researcher-development-framework>
- Kate Walsh & Judith R. Gordon 2008, Creating an individual work identity, Human Resource Management Review, Volume 18, Issue 1 <https://doi.org/10.1016/j.hrmr.2007.09.001>

Supplementary Article/Paper Resources

- Mimi Bong & Einar M. Skaalvik 2003, Academic Self-Concept and Self-Efficacy: How Different Are They Really?, Educational Psychology Review, 15, (2003), 40 <https://doi.org/10.1023/A:1021302408382>
- Ning-Kuang Chuanga, Patrick C. Leeb, Linchi Kwok 2020, Assisting students with career decision-making difficulties: Can career decision-making self-efficacy and career decision-making profile help?, Journal of Hospitality, Leisure, Sport & Tourism Education, Volume 26, June 2020, 100235 <https://www.sciencedirect.com/science/article/pii/S1473837619301273?via%3Dihub>
- Giampiero Passaretta & Paolo Trivellato & Moris Triventi 2018, Between academia and labour market—the occupational outcomes of PhD graduates in a period of academic reforms and economic crisis, Higher Education, 77, pages 541–559 (2019) <https://link.springer.com/article/10.1007/s10734-018-0288-4>
- Chris Woolston 2019, PhDs: the tortuous truth: survey of more than 6,000 graduate students reveals the turbulent nature of doctoral research., Nature, 13 NOVEMBER 2019 <https://www.nature.com/articles/d41586-019-03459-7>
- Thomas S. Krieshok, Michael D. Black b, Robyn A. McKay 2009, Career decision making: The limits of rationality and the abundance of non-conscious processes, Journal of Vocational Behavior, Volume 75, Issue 3, December 2009, 15 https://www.sciencedirect.com/science/article/pii/S0001879109000591?casa_token=cdsefmw4dmEAAAAA:CHqPMpi7miHBK4aRKwSQnw_ZJk_fUoP1Jlck4Y_zdzTaTU5WICNMdJmPC25clR5_ZDtnuYtjeQ

COURSE WORK

Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Presentation	Deliver a presentation to include career story, summary of research, career goals and next steps.	2,3,4,5	30.0	Week 10
Reflective Journal	Detailed report containing well articulated career plan and goals. Clear evidence presented of reflection on skills and career experience.	1,2,3	60.0	Sem End
Other	Engagement and participation in discussion during lectures and forums.	1,2,3	10.0	n/a

Recommended Book Resources

- Website: VITAE professional development for researchers <https://www.vitae.ac.uk/researchers-professional-development/about-the-vitae-researcher-development-framework>
- Website: 2020Silicon Republic <https://www.siliconrepublic.com/careers>
- Website: Life Science Recruitment <https://lifescience.ie/>