Developing a Five-Year Plan and Meeting Your Research Milestones

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Basic Questions to Be Addressed

1. What is a research plan?
2. Why do I need to write a research plan?
   • What is the evidence for its value?
   • What purposes does it serve?
3. Why 5 years?
   • Is 5-year planning useful and realistic?
   • What if unexpected events change my plan?
4. How do I go about writing a plan?
What is a Research Plan?

- A personalized map that relates projects to goals and a professional timeline
- Should be revisited, re-evaluated and revised at least annually
- Can be designed with the help of a mentor or colleague
- Can serve multiple purposes, with length and detail adjusted to each purpose

https://www.interaction-design.org/ux-daily/224/a-one-page-user-research-plan
Why Create a Research Plan?

- Define your research vision
  - What do you want to accomplish and contribute?
- Demonstrate your independent thinking & creativity
- Learn to realistically gauge how long it takes to achieve each goal
  - Nearly everything research-related will take longer than you anticipate
  - Be honest with yourself re: the role of research in your life vs. all of life’s other opportunities
Research Planning vs. Getting Sidetracked

- More opportunities will arise than you anticipate
  - It is tempting to say “yes” to some (or all) of them!
- Talk with a mentor and review your research plan before saying “yes”
  - “Let me check with my mentor and see how this fits in with my research plan”
- Develop the crucial skill of saying “NO”
  - Easier to do if you have a plan with timelines
    - Will saying yes interfere with my timelines?

http://www.compassonline.org.uk/publications/all-on-board/
What Evidence Supports Research Planning?

• “A recent analysis found that postdoctoral scholars who developed a written plan with their postdoctoral advisers were much more productive than those who didn't”
  - http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2008_10_10/caredit.a0800148

• Your performance during a postdoc and the first 6 years in a tenure-track position -- and the decisions you make during this time -- establish the foundation for the rest of your professional life (same ref as above)
Research Plan and Productivity

*Productivity is never an accident. It is always the result of a commitment to excellence, intelligent planning, and focused effort.*” – Paul J. Meyer
Research Plan and Productivity

- Postdoctoral scholars who developed written productivity expectations with their advisers were more productive than those who didn't.
  - 23% more papers submitted to peer-reviewed journals
  - 30% more first-author papers
  - 25% more grant proposals

Why 5 Years?

1. Common length of a graduate program
2. A typical duration for a research plan in job applications
3. Common length of R01s (and some K awards)
4. Very often, the essential period in which to build credentials for a tenure decision.
5. But, most of all, a period long enough to build a program of research but short enough to deal with changing circumstances and opportunities
What Should a 5-year Research Plan Include?

TO DO LIST

1.
2.
3.
What Should a 5-year Research Plan Include?

- Grants
- Research
- Publications

- Teaching
- Service
Research

- Define your long-term goals
- Determine steps to achieve goals
- Decide where to start and what is reasonable to achieve in a 5-year period
What are my research goals?

Long-term Goal

Short-term Goal 1 → Short-term Goal 2 → Long-term Goal

Short-term Goal 3
What are my research goals?

Long-term Goal 1

Short-term Goal 1

Short-term Goal 2

Short-term Goal 3

Long-term Goal 1

Short-term Goal 1

Short-term Goal 2

Short-term Goal 3

Long-term Goal 2
Risk Management in a Research Plan
(Kent, 2014)

- Back burner: Higher risk projects that have potential for important discoveries and new directions of research

- Front burner: Lower risk projects that are central to the current goals of the research plan
What’s the best strategy for reaching my goals?

• Work on short-term goals sequentially
What’s the best strategy for reaching my goals?

- Work on short-term goals simultaneously

Short-term Goal 1

Short-term Goal 2

Short-term Goal 3

Long-term Goal 1
Dissertation Study: Early efficacy study examining explicit approach

Follow-up Study: Explicit approach with TD children

R03: Exam explicit approach across novel forms

Student MA: Influence of metaliguistic awareness on learning

Student MA: Survey of SLPs regarding current practice

Pilot Study: Teaching true grammatical forms with explicit approach

R01: Conduct RCT of explicit approach to grammar intervention
Break it Down Some More

- Do you have necessary funding? If no, how can you obtain funding?
- Do you have the necessary resources?
- Do you need to develop stimuli, protocols, or procedures?
- Do you have IRB approval?
- Do you have adequate relationships for recruitment?
- Do you have the necessary personnel?
- Do you need to train assistants?
- What is the study timeline?
## Topic:

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<th>Subprojects (if appropriate)</th>
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What Should a 5-year Research Plan Include?

- Grants
- Research
- Publications
- Teaching
- Service
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*Example of 1-year Planning Grid (Kent, 2014)*
What Should a 5-year Research Plan Include?

- Grants
- Research
- Publications
- Teaching
- Service
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<th>Target Time</th>
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**BUCKET**

**WRITING**

- R03 (6/16): Revise FXS IPSyn MS Maze MS
- CEED: IPSyn MS
- R01 (6/5): ADOS Training

**TEACHING**

- R03 (6/16): SLHS 3303
- R01 (6/5): SLHS 8530
- CEED: AARC Award

**RESEARCH**

- R03 (6/16): R03 Recruitment Ericka Thesis
- R01 (6/5): Finish ASD
- CEED: AARC Award SRCLD/ASHA Proposal

**SERVICE**

- MSHA: AE
- Email: 1 AE Review
- PhD Meeting
- Sahaam Letter
- Monica
- IRB Stuff

**PROJECTS**

- R01 Narrative: 5
- IPSYN Intro: 4
- Schwartz Chapter: 3
- Bahr Page Proofs: 2
- 8530 Lecture: 4
- 3303 Lecture: 2.5
- 3303 Lecture: 2.5

**TIMINGS**

- Target Time: 5, 4, 2
- Actual Time: 1.5, 5.5, 0.5
Resources

• Websites
  • http://getalifephd.blogspot.com/2010/07/five-year-plan-for-tenure-track.html
  • http://theprofessorisin.com/2014/05/09/in-response-to-popular-demand-more-on-the-5-year-plan/
  • http://serc.carleton.edu/NAGTWorkshops/earlycareer/research/plan.html#worksheets
Resources

• Writing a plan
  • http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2008_10_10/caredit.a0800148
  • http://serc.carleton.edu/NAGTWorkshops/earlycareer/research/plan.html#worksheets
QUESTIONS?