

Core Competencies for Graduate Students

Competency	Elements	Description
Self-Awareness/Self-Assessment	<ul style="list-style-type: none"> Emotional intelligence Interpersonal skills Personal/professional identity Self-improvement and growth - feedback Wellness, work-life integration, resilience Financial Literacy Change management 	<p>Ability to critically develop interests, attitudes, abilities, skills, and values to inform decision making processes</p>
Communication	<ul style="list-style-type: none"> Effective communication Interpersonal understanding Mentoring relationships Collaboration and team-building Networking 	<p>Ability to communicate, both orally and in writing, for various audiences.</p> <p>Ability to empathize, listen, and be sensitive to others.</p> <p>Ability to effectively respond to advice and criticism, as well as be able to guide and provide constructive criticism.</p> <p>Ability to contribute to groups, avoid and/or resolve conflicts, motivate others, and foster a collaborative environment.</p> <p>Ability to build relationships with others, establish rapport.</p>
Academic Development (Scholarship, Teaching & Mentorship)	<ul style="list-style-type: none"> Conceptualize research/scholarship Teaching Initiative Critical thinking and problem solving 	<p>Ability to define a research question and strategically plan an approach</p> <p>Ability to plan a course, implement activities, and assess student learning.</p> <p>Ability to be pro-active, self-motivated, persistent and decisive.</p> <p>Ability to generate and test theories and seek solutions to problems.</p>
Leadership & Professionalism	<ul style="list-style-type: none"> Professional ethics Goal and milestone planning Leadership of diverse teams Problem solving strategies and solutions Evaluation and feedback 	<p>Ability to behave in a manner consistent with the ethical standards of a given field.</p> <p>Ability to strategically plan and set goals and milestones.</p> <p>Ability to lead a group, create a vision, build a sense of purpose, and motivate a group regardless of their race, gender, sexual orientation or religious affiliation.</p> <p>Ability to define a problem and devise solutions with sensitivity to the context.</p> <p>Ability to provide constructive criticism.</p>
Career Development	<ul style="list-style-type: none"> Personal and professional organization/planning Professional flexibility Professional competitiveness 	<p>Ability to set goals for your personal and professional life and envision how to achieve those goals.</p> <p>Ability to develop skills that are useful in multiple work environments.</p> <p>Ability to develop materials and utilize resources that will make you competitive on the job market.</p>

Actions	Early Stage	Mid-Stage	Late Stage
Self-Awareness/Self-Assessment			
Communication	<ul style="list-style-type: none"> <input type="checkbox"/> Initiate mentoring relationships <input type="checkbox"/> Learn conventions of communication within your discipline <input type="checkbox"/> Formulate and present research plan 	<ul style="list-style-type: none"> <input type="checkbox"/> Develop presentation skills for discipline and non-discipline specific audiences <input type="checkbox"/> Write for both technical and non-technical audiences <input type="checkbox"/> Communicate with mentors effectively <input type="checkbox"/> Present research at national conferences <input type="checkbox"/> Publish research/scholarship 	<ul style="list-style-type: none"> <input type="checkbox"/> Present research at national conferences <input type="checkbox"/> Publish research/scholarship <input type="checkbox"/> Maintain professional networks
Academic Development (Scholarship, Teaching & Mentorship)	<ul style="list-style-type: none"> <input type="checkbox"/> Connect coursework to research & scholarship <input type="checkbox"/> Seek funding to support projects <input type="checkbox"/> Explore resources to support academic development <input type="checkbox"/> Attend TA orientation & teaching workshops <input type="checkbox"/> Plan research projects <input type="checkbox"/> Seek out teaching opportunities <input type="checkbox"/> Mentor undergraduates 	<ul style="list-style-type: none"> <input type="checkbox"/> Develop collaborative relationships to support research projects <input type="checkbox"/> Attend teaching workshops <input type="checkbox"/> Assess and modify research plans <input type="checkbox"/> Develop a teaching portfolio <input type="checkbox"/> Serve as manuscript reviewer for journals in your field <input type="checkbox"/> Mentor undergraduates 	<ul style="list-style-type: none"> <input type="checkbox"/> Form dissertation writing groups <input type="checkbox"/> Synthesize teaching statement/portfolio <input type="checkbox"/> Finalize projects and submit approvals <input type="checkbox"/> Formulate 5-year research plan
Leadership & Professionalism	<ul style="list-style-type: none"> <input type="checkbox"/> Attend Ethics trainings and seminars <input type="checkbox"/> Create an Individual Development Plan (IDP) <input type="checkbox"/> Seek leadership and service opportunities <input type="checkbox"/> Join professional organizations and build internal and external networks 	<ul style="list-style-type: none"> <input type="checkbox"/> Take on leadership positions <input type="checkbox"/> Contribute to team-based projects <input type="checkbox"/> Troubleshoot issues and propose creative solutions <input type="checkbox"/> Manage project budget and personnel <input type="checkbox"/> Provide feedback to peers on presentations, manuscripts, & grants 	<ul style="list-style-type: none"> <input type="checkbox"/> Serve as a role model for junior graduate students <input type="checkbox"/> Maintain professional networks <input type="checkbox"/> Plan for transition after graduate studies
Career Development	<ul style="list-style-type: none"> <input type="checkbox"/> Explore University Career Services resources <input type="checkbox"/> Complete self-assessments <input type="checkbox"/> Develop career goals <input type="checkbox"/> Create a CV 	<ul style="list-style-type: none"> <input type="checkbox"/> Identify external opportunities, internships, work experiences aligned with career goals <input type="checkbox"/> Document research and teaching accomplishments <input type="checkbox"/> Modify career goals if needed <input type="checkbox"/> Document research and teaching accomplishments on CV 	<ul style="list-style-type: none"> <input type="checkbox"/> Finalize CV, cover letters, research and teaching statements <input type="checkbox"/> Apply for positions aligned with your career goals <input type="checkbox"/> Learn how to interview and negotiate job offers