

**College of Applied Science and Technology**  
**RESEARCH MENTORING PROGRAM**

***CAST Mentoring Program***

The purpose of the CAST Mentoring Program is to provide a formal program to assist new faculty members to develop a focused record of scholarship during the first three years at ISU, and to encourage involvement in the program until the research agenda is firmly established. Appendix A presents a sample timeline. Travel funds are provided to the mentor to acknowledge the contribution to the mentee, and to the mentee as an incentive to participate; both can refuse or transfer payment to the other. The program should not be the only mechanism of support, as it should complement the efforts within an academic unit to facilitate development of a productive research agenda. The continuation of the mentor and-mentee relationship should be discussed on an annual basis.

**Components of the CAST Mentoring Program**

***1. Orientation***

All first year tenure-track faculty should attend the CAST new faculty orientation session conducted by the Dean and Associate Dean.

***2. Match with a Mentor***

During the first semester on campus, all probationary faculty will work with the head of their academic unit and the Associate Dean to identify an experienced faculty member meeting the criteria (Appendix B) and willing to serve as a mentor. The mentor does not have to be in the same academic unit. A meeting between the new mentee and mentor, which may include the Associate Dean, should be arranged to clarify goals and objectives early in the first semester. The goal is to identify a compatible and qualified mentor by October 1<sup>st</sup>.

***3. Develop a Research Plan***

The mentee and mentor should meet frequently in the first year to outline a research plan for the mentee that corresponds with a semester-by-semester plan of tasks for the mentee's probationary period (normally 6 years). The plan should guide the development of a research focus (see example research plans in Appendix D) by addressing:

- ❖ Submission of IRB/IACUC proposals as applicable to the mentee's research;
- ❖ Collection/analysis of data;
- ❖ Dissemination of project findings (manuscript submission, abstract submission, presentations, etc.);
- ❖ Submission of internal and external grant proposals.

The initial research plan should be submitted to the CAST Research Office by the mentee in the spring semester of year one of employment (by late March). On submission of the research plan, the mentor will receive \$200 in travel funds (Appendix C).

#### ***4. Submit a Journal Article***

Mentees should strive to submit 1 to 2 manuscripts to a refereed journal during the first year of employment at ISU. The manuscripts can be based on work completed during the mentee's doctoral program or at a previous institution. Realize that the publication process can take 18+ months for some journals so any delay in submitting manuscripts can cause the mentee to be behind in publication expectations by the third year of probation.

#### ***5. Submit a URG Proposal***

During the first or second year of probationary status, a mentee is encouraged to submit a URG proposal in either the Research Development or Grant Development category. Mentees should strive to meet the URG application deadline in February of the *first year*. The process of submitting a URG should be a major focus of the initial discussion between a mentee and mentor. An alternative to a URG is for the mentee, with the guidance of the mentor, to submit to an external funding source. On submission of either a URG or an external grant, the mentee will receive \$250, and the mentor \$200, in travel funds (Appendix C).

#### ***6. One on One Discussion of the Scholarship aspect of the ASPT process***

Following receipt of the Faculty Status Committee evaluation letter, a mentee is encouraged to meet to discuss the content of the letter with the head of the academic unit and the mentor, in separate meetings. If appropriate, the mentee can meet with the Associate Dean to discuss progress on the Research Agenda.

**7. *Identify an External Funding Agency***

As a record of publication and presentation is developed during the probationary period, a mentee will be encouraged to identify one or more external agencies supporting scholarship in the mentee's discipline. It is recognized that the availability of external funding varies considerably across the different academic units of CAST. The Associate Dean and/or the ISU Office of Research and Sponsored Programs (RSP) will help with this process. Note that identification of possible external funding agencies is a requirement of the URG application.

**8. *Programs from Research & Sponsored Programs***

To encourage ongoing progress on the research agenda mentees are encouraged to participate in the University-wide workshops and the various grant-writing support programs offered by the Office of Research and Sponsored Programs.

## Appendix A

### Proposed Timeline for Completion of Mentoring Program Components

Year	Fall Semester	Spring Semester
1	Meet every 2 weeks CAST New Faculty Orientation (August) Identification of mentor (by October 1) Manuscript Submission Attend RSP workshops and events	Meet every 2 weeks <b>URG submission in February</b> <b>Research Plan Submission in March</b> Discuss ASPT letter with Department Chairperson/School Director/mentor Attend RSP workshops and events
2	Meet Monthly Attend RSP workshops and events	Meet Monthly Attend RSP workshops and events
3	Meet as needed Attend RSP workshops and events	Meet as needed Attend RSP workshops and events
4	<i>Consider applying for ISU Research                      Initiative Award</i>	

Completion of the items in **bold** are basis for release of mentor program funding.

## **Appendix B**

### **CAST MENTORING PROGRAM: MENTOR CRITERIA**

CAST mentors must meet 4 of the following 6 criteria:

- ❖ Holds the rank of associate professor or professor,
- ❖ Has had at least 3 funded University Research Grants,
- ❖ Regularly publishes in refereed journals,
- ❖ Reviews for or serves on the Editorial Board of a refereed journal,
- ❖ Has been the Primary Investigator on a funded external grant,
- ❖ Presented at a refereed national or international conference.

The Mentor does not need to share the research interests of the Mentee nor does s/he need to reside in the same department/school as the Mentee.

**Appendix C**  
**CAST MENTORING PROGRAM FUNDING**

***For the Mentee***

1. URG or External Grant Proposal Submission	<u>\$250</u>
<b>Total</b>	<b><u>\$250</u></b>

***For the Mentor***

1. Research Plan submitted when due	\$200
2. URG/External grant proposal submitted in Year 1 or 2	<u>\$200</u>
<b>Total</b>	<b><u>\$400</u></b>

## Appendix D SAMPLE RESEARCH AGENDA OUTLINE

**Note: This is only a sample outline for you to use as a framework for your scholarly/research agenda. For each entry, it is intended that you provide a detailed description.**

### **Year 1**

#### Fall

- IRB or IACUC Proposal if relevant
- Data Collection Manuscript Submission from dissertation or other prior work
- Abstract Submission for presentation

#### Spring

- IRB or IACUC Proposal if relevant
- URG Submission
- Data Collection

#### Summer

- Data Collection

### **Year 2**

#### Fall

- IRB or IACUC Proposal if relevant
- Data Collection
- Manuscript Submission from dissertation or other prior work
- Abstract Submission for presentation

#### Spring

- IRB or IACUC Proposal if relevant
- URG Submission
- Data Collection

#### Summer

- Data Collection
- External Grant Submission

### **Year 3**

#### Fall

- IRB or IACUC Proposal if relevant
- Data Collection
- Manuscript Submission from dissertation or other prior work
- Abstract Submission for presentation

#### Spring

- IRB or IACUC Proposal if relevant
- URG Submission
- Data Collection

#### Summer

- Data Collection

## **Year 4**

### Fall

- IRB or IACUC Proposal if relevant
- Data Collection
- Manuscript Submission from dissertation or other prior work
- Abstract Submission for presentation

### Spring

- IRB or IACUC Proposal if relevant
- URG Submission
- Data Collection

### Summer

- Data Collection
- External Grant Submission

## **Year 5**

### Fall

- IRB or IACUC Proposal if relevant
- Data Collection
- Manuscript Submission from dissertation or other prior work
- Abstract Submission for presentation

### Spring

- IRB or IACUC Proposal if relevant
- URG Submission
- Data Collection

### Summer

- Data Collection

## **Year 6**

### Fall

- IRB or IACUC Proposal if relevant
- Data Collection
- Manuscript Submission from dissertation or other prior work
- Abstract Submission for presentation

### Spring

- IRB or IACUC Proposal if relevant
- URG Submission
- Data Collection

### Summer

- Data Collection
- External Grant Submission



Appendix E. Sample Research Plan Timeline CAST Mentoring Program: Research Plan

Year	Semester	Title	Type	Status			Published/ Presented	Outlet
				Submission	R&R	Accepted		
	Fall 2015	Mental Illness, Force Level, and Citizen Injury in Police use of Force Incidents	Manuscript (1 <sup>st</sup> Author)	8/2015	9/2015	No		<i>Criminal Justice Studies</i>
	Fall 2015	Exploring Variation in Aggressive Resistance Against Police Officers: officer-based and environmental predictors	ASC Conference Presentation				11/2015	
<b>1st</b>	Spring 2016	Mental Illness, Police Use Of Force, and Citizen Injury	Manuscript (1 <sup>st</sup> Author)	2/29/16				<i>Police Quarterly</i>
	Spring 2016	Exploring Environmental, and Officer-based Predictors of Citizen Aggressive Resistance Against Officers	Manuscript (1 <sup>st</sup> Author)	5/2015				<i>Police Quarterly</i>
	Spring 2016	URG Grant Submission: Environmental Determinants of Police Occupational Attitudes	URG Grant Proposal	2/2016				
	Summer 2016	Environmental Determinants of Police Occupational Attitudes	Data Management					
	Fall 2016	Situational, Officer-based, and Environmental Explanations of Citizen Resistance Levels	ASC Conference Presentation				11/2016	
<b>2nd</b>	Fall 2016	A Systematic Review of Success and Failure of Police Training Models	Manuscript (2 <sup>nd</sup> Author)	8/2016				<i>Law Enforcement Executive Forum</i>
	Fall 2016	Situational, Officer-based, and Environmental Explanations of Citizen Resistance Levels	Manuscript (1 <sup>st</sup> Author)					<i>Criminology</i>

Appendix E. Sample Research Plan Timeline CAST Mentoring Program: Research Plan

	Spring 2017	Exploring Training Curricula for Wildlife and Conservation Officers	URG Submission	2/2017	
<b>2nd</b>	Spring 2017	Environmental Determinants of Police Occupational Attitudes	ACJS Conference Presentation		3/2017
	Spring 2017	Environmental Determinants of Police Occupational Attitudes	Manuscript (1 <sup>st</sup> Author)	5/2017	<i>Policing: An International Journal of Police Strategies &amp; Management</i>
	Summer 2017	Exploring Training Curricula for Wildlife and Conservation Officers	Data Collection		
<b>3rd</b>	Fall 2017	Identifying Hot-spot patterns of Police Use of Force	ASC Conference Presentation		11/2017
	Spring 2018	Identifying Hot-spot patterns of Police Use of Force	Manuscript (1 <sup>st</sup> Author)	2/2018	<i>Journal of Criminal Justice</i>
	Spring 2018	Examining Officer Morale and Perceptions of Management in a Resource Deprived Department	Data Coding and Analysis		
	Fall 2018	Exploring Training Curricula for Wildlife and Conservation Officers	MCJA Conference Presentation		9/2018
<b>4th</b>	Fall 2018	Examining Officer Morale and Perceptions of Management in a Resource Deprived Department	Manuscript (2 <sup>nd</sup> Author)	11/2018	<i>Policing: A Journal of Policy &amp; Practice</i>
	Fall 2018	Exploring Training Curricula for Wildlife and Conservation Officers	Manuscript (2 <sup>nd</sup> Author)	12/2018	<i>Journal of Criminal Justice Education</i>

Appendix E. Sample Research Plan Timeline CAST Mentoring Program: Research Plan

<b>4th</b>	Spring 2019	Police Work Environment and Community Detachment	ACJS Conference	3/2019	
	Spring 2019	Police Work Environment and Community Detachment	Manuscript (1 <sup>st</sup> Author)	5/2019	<i>Policing &amp; Society: An International Journal</i>
	Summer 2019	Concerns, Needs, and Visions of Crime Analysts	Grant Proposal	7/2019	
	Fall 2019	Concerns, Needs, and Visions of Crime Analysts	Data Collection		
<b>5th</b>	Fall 2019	Roundtable: Identifying Student Learning Outcomes in University Crime Analysis Courses	ASC Conference	11/2019	
	Spring 2020	Crime Analysis Units: Identifying Challenges	ACJS Conference	3/2020	
	Spring 2020	Crime Analysis Units: Identifying Challenges	Manuscript (2 <sup>nd</sup> Author)	5/2020	<i>The Journal of Intelligence and Analysis</i>
<b>6th</b>	Summer 2020	Curriculum and Student Learning Outcomes in a Crime Analysis Course	Manuscript (1 <sup>st</sup> Author)	8/2020	<i>Journal of Criminal Justice Education</i>

Appendix E. Sample Research Plan Timeline CAST Mentoring Program: Research Plan

Year	Project Title	Authorship	Type	Outlet	Current Status	Proposed Submission Date	Estimated Project Completion Date
2015-16	Examining Expert Coaches' Views of Parent Roles in 10-and-Under Tennis	2nd author	Manuscript	Sport, Exercise & Performance Psychology	Submitted	In press	Spring, 2016
	Tall Poppy Syndrome: Perceptions and experiences of elite New Zealand athletes	1st author	Manuscript	International Journal of Sport & Exercise Psychology	Submitted	In revision	Summer, 2016
	Definition and Model of the Process of Life Skills Transfer.	1st author	Presentation	Association for Applied Sport Psychology	Submitted	Abstract under review	Present Fall, 2016
		1st author	Manuscript	International Review for Sport and Exercise Psychology	Submitted	In revision	Fall, 2016
	Psychological development in youth athletes attending an intensive wrestling camp	1st author	Manuscript 1	Qualitative Research in Sport, Exercise & Health	Submitted	In revision	Fall, 2016
		2nd author	Manuscript 2	International Sport Coaching Journal	Manuscript in preparation	Submit Spring, 2016	Spring, 2017
		3rd author	Manuscript 3	International Journal of Sport & Exercise Psychology	Manuscript in preparation	Submit Spring, 2016	Spring, 2017
	Former youth athletes' perceptions and experiences of life skill transfer from an intensive sport camp.	1st author	Presentation	North American Society for the Psychology of Sport and Physical Activity	Submitted	Abstract accepted	Present Summer, 2016
		1st author	Manuscript	Psychology of Sport and Exercise	Manuscript in preparation	Submit Summer, 2016	Summer, 2017
	2016-17	Life skills development in youth athletes	1st author	Book Chapter	Sport Psychology for Youth Athletes	Chapter in preparation	Submit Draft Summer, 2016

Appendix E. Sample Research Plan Timeline CAST Mentoring Program: Research Plan

The role of intercollegiate sport in life skill development	1st author	Manuscript	Journal for the Study of Sports and Athletes in Education	Manuscript in preparation	Submit Fall, 2016	Fall, 2017
Teacher-Coach Perceptions of Life Skills Transfer from High School Sport to the Classroom	PI	Internal Grant	CAST URG Program FY 2017	Project in concept	Grant Under Review	
	PI	External Grant	Illinois Association for Health, Physical Education, Recreation and Dance	Project in concept	Grant Under Review	
	1st author	IRB Submission	ISU IRB	Project in concept	Submit IRB Summer, 2016	
	1st author	Data Collection		Project in concept	Fall, 2016	Fall, 2016
	1st author	Presentation	Illinois Association for Health, Physical Education, Recreation and Dance	Project in concept	Submit Spring, 2017	Present Fall, 2017
	1st author	Manuscript	Psychology of Sport and Exercise	Project in concept	Submit Spring, 2017	Spring, 2018
Designing and Implementing a Nationwide Student-Athlete Leadership Program	1st author	Presentation	Association for Applied Sport Psychology	Abstract in preparation	Submit Spring, 2017	Fall, 2017
	1st author	Manuscript	Journal of Sport Psychology in Action	Manuscript in preparation	Submit Fall, 2016	Fall, 2017
Longitudinal study of youth sport parents in the specializing years	1st author	Data Analysis		Data has been collected	Fall, 2016	Fall, 2016
	1st author	Presentation	North American Society for the Psychology of Sport and Physical Activity	Data has been collected	Submit Spring, 2017	Present Summer, 2017

Appendix E. Sample Research Plan Timeline CAST Mentoring Program: Research Plan

		1st author	Manuscript	Qualitative Research in Sport, Exercise and Health	Data has been collected	Submit Spring, 2017	Spring, 2018
2017-18	Life skills development and transfer through high school sport challenges	PI	Internal Grant	CAST URG Program FY 2018	Project in concept	Submit Spring, 2017	
		PI	External Grant	Illinois Association for Health, Physical Education, Recreation and Dance	Project in concept	Submit Spring, 2017	
		1st author	IRB Submission	ISU IRB	Project in concept	Submit IRB Summer, 2017	
		1st author	Data Collection		Project in concept	Fall, 2017	Fall, 2017
		1st author	Presentation	Illinois Association for Health, Physical Education, Recreation and Dance	Project in concept	Submit Spring, 2018	Present Fall, 2018
		1st author	Manuscript	Psychology of Sport and Exercise	Project in concept	Submit Summer, 2018	Fall, 2018
Variations in Developmental Pathways of Elite Athletes	1st author	Data Analysis		Data has been collected	Summer, 2017	Fall, 2017	
	1st author	Presentation	Association for Applied Sport Psychology	Data has been collected	Submit Spring, 2018	Fall, 2018	
	1st author	Manuscript	Journal of Applied Sport Psychology	Data has been collected	Submit Spring, 2018	Spring, 2019	
Developmental experiences of mentors of a youth sport camp	2nd author	IRB Submission	ISU IRB	Project in concept	Submit IRB Fall, 2017		
	2nd author	Data Collection		Project in concept	Fall, 2017	Fall, 2017	

Appendix E. Sample Research Plan Timeline CAST Mentoring Program: Research Plan

		2nd author	Presentation	North American Society for the Psychology of Sport and Physical Activity	Project in concept	Submit Spring, 2018	Summer, 2018
		2nd author	Manuscript	Journal of Sport and Exercise Psychology	Project in concept	Submit Spring, 2018	Spring, 2019
2018-19	International comparative analysis of psychosocial development through youth sport	PI	Internal Grant	CAST URG Program FY 2019	Project in concept	Submit Spring, 2018	
		Co-PI	External Grant	Robert Wood Johnson Foundation	Project in concept	Submit Spring, 2018	
		1st author	IRB Submission	ISU IRB	Project in concept	Submit IRB Summer, 2018	
		1st author	Data Collection		Project in concept	Fall, 2018	Fall, 2018
		1st author	Presentation	International Society of Sport Psychology	Project in concept	Submit Spring, 2019	Summer, 2019
		1st author	Manuscript	International Journal of Sport & Exercise Psychology	Project in concept	Submit Fall, 2019	Fall, 2020
	Examination of parenting styles in youth sport	1st author	IRB Submission	ISU IRB	Project in concept	Submit IRB Fall, 2018	
		1st author	Data Collection		Project in concept	Spring, 2019	Spring, 2019
		1st author	Presentation	Association for Applied Sport Psychology	Project in concept	Submit Spring, 2019	Fall, 2019
		1st author	Manuscript	Journal of Sport and Exercise Psychology	Project in concept	Submit Fall, 2019	Fall, 2020
2019-20	Longitudinal study of psychosocial development in high school student-athletes	PI	Internal Grant	CAST URG Program FY 2019 - Grant Development	Project in concept	Submit Spring, 2019	Ongoing

Appendix E. Sample Research Plan Timeline CAST Mentoring Program: Research Plan

	PI	External Grant	Robert Wood Johnson Foundation	Project in concept	Submit Spring 2019	Ongoing	
	1st author	IRB Submission	ISU IRB	Project in concept	Submit IRB Summer, 2019		
	1st author	Data Collection		Project in concept	Fall, 2019	Ongoing	
	1st author	Presentation	North American Society for the Psychology of Sport and Physical Activity	Project in concept	Submit Spring, 2020	Summer, 2020	
	1st author	Manuscript 1	Psychology of Sport and Exercise	Project in concept	Submit Summer, 2020	Summer, 2021	
	1st author	Manuscript 2	Qualitative Research in Sport, Exercise & Health	Project in concept	Submit Fall, 2020	Fall, 2021	
	Practical approaches to life skills development and transfer	1st author	Presentation	Association for Applied Sport Psychology	Project in concept	Submit Spring, 2020	October, 2020
		1st author	Manuscript	Journal of Sport Psychology in Action	Project in concept	Submit Spring, 2020	Spring, 2021
2020	<p>- Following my review for tenure I will continue on a similar scholarly path. Specifically, I have goals to contribute to a textbook and conduct more empirical research on youth psychosocial development through youth sport. I will continue to seek 2-3 peer reviewed publications per year and 2-3 national or international presentations. I also plan to annually submit proposals in the URG “Grant Development” category and submit external grants.</p>						



## Appendix E. Sample Research Plan Timeline CAST Mentoring Program: Research Plan

### **Year 1**

#### ***Fall 2016***

- Submit New Faculty Startup Research Grant
- Begin designing Project INTERACT (daily diary study of couple's technology use and relationship quality)
- Submit manuscript to journal on daily similarity in emotion work in couple relationships
- Submit DFLP baseline parent-child technofence manuscript (with Jenny Radesky)
- Complete revise and resubmits to journals (including Dissertation paper #1, etc.)

#### ***Spring 2017***

- Project INTERACT
  - IRB application
  - Submit URG
  - Begin recruitment and data collection
- Submit manuscripts to journals:
  - FF2 daily data as coauthor (with Mark Feinberg, etc.)
  - DFLP baseline and CWB data on technofence (with Michelle Drouin, etc.)
  - DFLP longitudinal parent-child technofence (with Jenny Radesky)
  - DFLP daily technofence data
- Submit abstracts to conferences:
  - Submit abstract for presentation with undergrad student co-authors to state conference (ILCFR), using DFLP baseline technofence data on potential gender differences
  - Submit abstract for presentation at NCFR, utilizing DFLP daily technofence data
- Complete revise and resubmits for journals
- Present at conference:
  - Present paper at SRCD on DFLP daily technofence in parent-child relations

#### ***Summer 2017***

- Recruitment and data collection for Project INTERACT
- Data cleaning for Project INTERACT
- Submit the following manuscripts to journals:
  - Predictors of daily coparenting (Dissertation paper #2)
  - Variability in daily coparenting (Dissertation paper #3)
  - DFLP daily sex sat (with Sue Sprecher, etc.)
  - DFLP daily parent-child technofence (with Jenny Radesky)
  - DFLP couple texting rituals (with Carol Bruess)
  - CWB sexting profiles paper (with Drouin & Galovan)

## Appendix E. Sample Research Plan Timeline CAST Mentoring Program: Research Plan

- Work on book chapters with Sue Sprecher and Michelle Drouin

### **Year 2**

#### ***Fall 2017***

- Project INTERACT
  - Finish data collection
  - Data cleaning & data analysis
  - Manuscript preparation
- Complete revise and resubmits for journals
- Begin preparing URG related to technology in couple relationships using my DFLP data
- Present abstract at NCFR

#### ***Spring 2018***

- Submit URG for summer salary to analyze data/prepare manuscripts related to technology in couple relationships using my DFLP data
- Project INTERACT
  - Data cleaning & data analysis
  - Manuscript preparation
  - Submit manuscript on main project aims to NCFR conference
- Prepare workshop on daily diary research/analysis for department/CAST faculty
- Complete revise and resubmits for journals

#### ***Summer 2018***

- Present workshop on daily diary research/analysis for department/CAST faculty
- Analyze data for URG on technology in couple relationships (DFLP)
- Submit manuscripts to journals. Here are some possible examples:
  - Manuscript from DFLP (from URG) [e.g., *longitudinal technoference manuscript – transactional associations between technoference and relationship satisfaction*]
  - Manuscript addressing main aims from Project INTERACT
  - Other coauthored manuscripts on technology use in relationships
- Submit abstract for presentation at SRCD

### **Year 3**

#### ***Fall 2018***

- Complete revise and resubmits for journals

## Appendix E. Sample Research Plan Timeline CAST Mentoring Program: Research Plan

- Present abstract at NCFR
- Submit coauthored manuscript

### ***Spring 2019***

- Submit abstract for presentation at NCFR
- Complete revise and resubmits for journals
- Present abstract at SRCD

### ***Summer 2019***

- Submit at least 2 manuscripts to journals
- Begin designing study and measures for future URG

### **Year 4**

#### ***Fall 2019***

- Complete revise and resubmits for journals
- Begin preparing URG related to data collection that would help with grant preparation/writing on technology in family relationships
  - Also prepare study design and measures for this project and URG
- Present abstract at NCFR

#### ***Spring 2020***

- Submit abstract for presentation at NCFR
- Submit URG for summer salary for data collection effort that would help with grant preparation/writing on technology in family relationships
- Prepare and submit IRB application for URG project
- Complete revise and resubmits for journals

#### ***Summer 2020***

- Submit abstract for presentation at SRCD
- Recruitment and data collection for URG project
- Submit at least 2 manuscripts to journals

### **Year 5**

#### ***Fall 2020***

- Present abstract at NCFR

## Appendix E. Sample Research Plan Timeline CAST Mentoring Program: Research Plan

- Complete revise and resubmits for journals
- Data collection continues for URG project
- Begin data cleaning/analysis for URG project

### ***Spring 2021***

- Submit abstract related to URG project for presentation at NCFR
- Manuscript preparation for URG project
- External grant preparation and/or submission (for URG)
- Present abstract at SRCD
- Complete revise and resubmits for journals

### ***Summer 2021***

- Submit at least 2 manuscripts to journals
- Submit manuscript addressing main aims of URG project
- External grant preparation and/or submission (for URG)

## **Year 6**

### ***Fall 2021***

- Turn in tenure review materials by Oct. 31<sup>st</sup>
- Present abstract at NCFR
- Complete revise and resubmits for journals
- External grant preparation and/or submission (for URG)

### ***Spring 2022***

- Submit abstract for presentation at NCFR
- Complete revise and resubmits for journals
- External grant preparation and/or submission (for URG)
- Submit coauthored manuscript to journal

### ***Summer 2022***

- Submit abstract for presentation at SRCD
- Submit at least 2 manuscripts to journals