

UGA MENTOR PROGRAM

DOCTORAL STUDENT CAREER DEVELOPMENT PLAN

This handout is designed to help students take strategic steps over the course of 5+ years, with mentors offering ongoing guidance and professional insight. You can use this plan to help shape your early meetings, add structure to your goals, help discuss challenges and opportunities, and seek mentor support for reviewing materials.

YEAR	GOALS	MENTEE ACTIONS	MENTOR ENGAGEMENT
Years 1–2	Explore Options, Build Network, Begin Experience	<ul style="list-style-type: none"> - Complete career assessments - Join student orgs, volunteer - Attend prof. conferences - Create LinkedIn profile - Create a resume/CV - Attend career fairs - Pursue research experience - Pursue teaching experience - Pursue internship 	<ul style="list-style-type: none"> - Help interpret assessment results - Share career path and insights - Recommend professional associations or conferences - Review resume/CV drafts - Provide introductions or leads
Years 2–4	Deepen Experience, Strengthen Network	<ul style="list-style-type: none"> - Conduct Quick Chats - Shadow professionals - Update LinkedIn & request recommendations - Take leadership roles in student/professional orgs - Present/ attend conferences - Update resume/CV regularly - Participate in more advanced internships, part-time jobs, or research roles - Strengthen interview skills with mock interviews - Seek dissertation funding - Finalize top career paths and employers 	<ul style="list-style-type: none"> - Suggest contacts for interviews or shadowing - Offer feedback on presentation materials - Provide mock interview support - Recommend journals or career publications to follow - Support leadership development strategies - Refer students to dissertation funding sources - Help narrow focus and clarify fit
Year 4+	Focus Job Search Strategy	<ul style="list-style-type: none"> - Create job search timeline with deadlines - Prepare resume/CV, cover letters, and other materials - Choose and prep references - Participate in fairs and campus recruiting events - Research employers and follow on social media - Practice salary negotiation - Complete Career Outcomes Survey 	<ul style="list-style-type: none"> - Review job search materials - Conduct mock interviews and negotiation role-plays - Provide recommendations and referrals - Share insights on job market and industry expectations