Northwestern | THE GRADUATE SCHOOL

The Graduate School Core Capacities
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The Graduate School Core Capacities define skills, knowledge, values, attitudes and experience required for success at Northwestern and in the wide range of fields Northwestern students and postdoctoral fellows pursue. Graduate students and postdoctoral fellows develop these capacities through academic program milestones, research, teaching, leadership and community engagement activities, and through The Graduate School-supported professional development opportunities.

KNOWLEDGE Capacities for creating knowledge	How do graduate students and postdoctoral fellows build these capacities?
Research • Pursue answers to complex questions • Frame research questions • Meet expectations of your Northwestern graduate program • Develop depth and breadth of knowledge • Understand and navigate culture and values of your discipline • Work with peers and colleagues across disciplines • Conduct ethical and reproducible research	• Graduate curriculum and milestones (seminars, qualifying exams, dissertation) • Mentoring from academic advisors • Independent research • Participation in Northwestern Clusters and workshops

Communication
• Master oral and written genres of your discipline (e.g., essay, article, thesis, dissertation, grant proposal, chalk talk, lecture, poster, conference presentation)
• Navigate the academic publishing landscape
• Garner support through writing grants, fellowships, and proposals
• Communicate significance of research to specialists through writing and presentations
• Communicate significance of research to non-specialists in writing and presentations
	• Graduate curriculum and milestones (seminars, qualifying exams, dissertation)
	• Mentoring from academic advisors
	• Presenting at conferences
	• Participation in
	  o SSRC Dissertation Proposal Development Workshop
	  o The Graduate Writing Place offerings (Dissertation Bootcamp, one-on-one advising)
	  o Office of Fellowships advising and workshops
	  o TGS Proposal Writing Workshops
	  o Advanced Professional and Presentation Skills for PhDs workshop and coaching
	  o Ready Set Go workshop
	  o Science Writing and Careers
	• Writing articles for publication in academic journals
	• Writing articles for publication in HELIX Magazine

Literacies (digital, quantitative, and narrative)
• Understand and communicate information presented in quantitative form
• Visualize data and understand visual representations of data
• Select and use appropriate technology for research and communication
	• Graduate curriculum and milestones (seminars, qualifying exams, dissertation)
	• Mentoring from academic advisors
	• Participation in
	  o Libraries and NUIT Researcher's Toolkit workshops
	  o myDATA Program

	o Digital Humanities workshops o Science Writing and Careers course
ENGAGEMENT Capacities for engaging communities within and beyond Northwestern	**How do graduate students and postdoctoral fellows build these capacities?**

Teaching
• Develop measurable learning objectives
• Implement evidence-based teaching practices
• Design classroom activities that facilitate achievement of learning objectives
• Develop assessments aligned with objectives
• Collect evidence to determine if students have met learning objectives
• Promote equitable and inclusive classrooms
• Employ principles of active learning in teaching approaches
• Provide constructive feedback
	• Seminar on teaching in academic program
	• Mentorship from academic advisors
	• Teaching or TAing
	• Participation in
	    o Searle Center for Advancing Learning and Teaching offerings: Teaching Certificate Program; workshops; new-TA training; CIRTL workshops and learning communities, certificate program, and webcasts
	    o Advanced Professional and Presentation Skills for PhDs workshop and coaching

Leadership and Collaboration
• Identify and articulate values, strengths, and social identities
• Learn from and work with people from diverse cultural and geographic backgrounds
• Build and maintain relationships
• Identify opportunities for growth
• Negotiate effectively among people with different interests and motivations
• Resolve conflict between people or groups
• Demonstrate initiative and follow through
• Mentor others
• Contribute to a positive environment
	• Graduate seminars
	• Teaching and TAing
	• Taking on responsibilities within graduate student organizations
	• Organizing student-run conferences
	• Participation in
	    o Center for Leadership: Leadership Coaching, Fellowship in Leadership
	    o Graduate Engagement Opportunities (GEO)
	• Graduate Assistantships
	• Applying for the TGS Professional Development Grant

STRATEGY Capacities for defining goals and creating strategies to meet them	**How do graduate students and postdoctoral fellows build these capacities?**

Career Development
• Assess skills, values, and interests
• Explore diverse career pathways
• Create and follow a professional development plan
• Develop knowledge of career fields
• Maintain a professional online presence
• Network with professionals in career fields of interest
• Communicate relevant skills, experience, accomplishments in job application documents (CV, resume, cover letter) and interviews
	• Mentoring from academic advisors
	• Mentoring from professionals in a wide range of fields
	• Participation in/attendance at
	    o Northwestern Career Advancement offerings: one-on-one advising and counseling, career development workshops, career exploration panel discussions, career treks, career fairs
	    o Science Writing and Careers course
	    o Alumni panels and workshops
	• Interdisciplinary Graduate Assistantships

	(e.g., Public Humanities Assistantship at Chicago Humanities Festival, Northwestern Press, Block Museum) • Humanities Without Walls Predoctoral Workshop • Graduate Engagement Opportunities (GEO) • INVO Internship • NEXT Program (alumni shadowing)

Personal Effectiveness
• Practice intellectual self-confidence
• Demonstrate resilience
• Cultivate physical, emotional, and financial health
• Develop effective relationships with mentors
• Manage time effectively
• Stay organized
	• Graduate curriculum and milestones (seminars, qualifying exams, dissertation)
	• Teaching and TAing
	• Working with Counseling and Psychological Services (CAPS)
	• Participation in
	   o Advanced Professional and Presentation Skills for PhDs workshop and coaching
	   o Mentoring workshops

Organization / Management (of resources, projects, people) • Manage projects from inception to completion • Supervise and/or mentor others • Provide constructive feedback • Manage resources, budgets	• Graduate curriculum and milestones (seminars, qualifying exams, dissertation) • Teaching and TAing • Management for Scientists and Engineers and Business for Scientists Executive Education Certificate Programs

These capacities have been defined based on research on advanced degree employment trends, employer preferences, PhD career outcomes, alumni survey data, and graduate and postdoctoral training programs.

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