INDIVIDUAL DEVELOPMENT PLAN

Short-Term Goals:

1. Acquire expertise in acoustic analysis and statistical modeling of vocal predictors and speech outcomes

- **Activity**: Mentor meetings
  Description: I will meet with my mentorship team for ongoing training, troubleshooting, and logistical planning to learn methods in acoustics and conduct the appropriate statistical modeling.
  Frequency and Format: Hustad: Weekly, 1-hour, 1:1 meetings throughout project. Bunton: Monthly 1-hour virtual meetings throughout project. Mahr: Weekly 1-hour meetings during last 6 months.

- **Activity**: Motor Speech Conference 2024
  Description: This bi-annual conference provides a rich environment to learn about cutting edge research in acoustic analysis and theoretical frameworks for speech motor control throughout the lifespan. I will attend and present preliminary data from this project at this conference in February 2024.
  Frequency and Format: Three day, in-person conference, February 21-24, 2024, San Diego, CA.

2. Develop conceptual knowledge across topics in clinical and translational research

- **Activity**: PHS 709: Translational and Outcomes Research in Health and Health Care
  Description: Understand diverse methods in translational and outcomes research across settings
  Frequency and Format: Audit or register (TL1 funding permitted) for in-person, 3 credit Fall course

- **Activity**: Dissemination & Implementation Short Course 2023
  Description: This short course trains researchers on the science of dissemination and implementation using the implementation outcomes framework and address human-centered research designs.
  Frequency and Format: Two full-day, in-person workshops, 8 hours total.

- **Activity**: Just Research Workshop – Advancing Researcher Skills for Research Equity
  Description: The workshop covers research participation bias, health community engagement, and effective communication within teams and communities to reduce health inequity in research.
  Frequency and Format: One full-day, in-person workshop, 8 hours total.

3. Conduct and promote research using responsible and ethical guidelines

- **Activity**: Waisman Ethics & Professional Development Seminar series
  Description: Training in research ethics to support the professional development of trainees at the Waisman Center, including research misconduct, conflicts of interest, team science, and data integrity.
  Frequency and Format: Fifteen 1-hour, in-person seminars in Fall and Spring, 15 hours total.

4. Enhance mentorship skills for developing an inclusive and supportive laboratory

- **Activity**: Delta Program Research Mentor Learning Community for Postdocs
  Description: Training in effective mentoring, writing a mentoring statement, and time-management.
  Frequency and Format: Four weekly 2-hour virtual sessions, 8 hours total.

5. Refine grant writing skills to successfully apply for a K award by the end of the project period

- **Activity**: K Grant Writing Group
  Description: Participate in small group lectures reviewing essential grant components and conduct writing sessions involving self- and peer-critiques of individual grant sessions.
  Frequency and Format: Eight 1-hour sessions across three months, 8 hours total.

Long-Term Goals:

The successful completion of each of the above listed activities will ensure that I am a competitive, independent investigator aiming to meet the following long-term professional goals:

1. Obtain a tenure-track research faculty position in a department of communication sciences and disorders at UW-Madison or other research-intensive university
2. Obtain K and future R funding to conduct my programmatic line of clinical and translational research
3. Develop clinically translatable diagnostic tools to detect speech motor impairment in infants with CP