

Beyond the Classroom & Thesis: Strategizing for Career Development in Academia and Industry

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Diagnosis the topic & key words !

Beyond the Classroom & Thesis: Strategizing for Career Development in Academia and Industry

Activities

- **Classroom Learning**
- **Thesis/ Degree award**

Strategies ???

Target

- **Career Development in Academia**
- **Career Development in Industry/ Int. Organization**

Target: What is the main purpose of getting a research based degree (Masters / PhD)?

- Teaching or research job
- Consultancy
- Career growth or Promotion
- Improve more career opportunities
- Personal interest or benefits like reputation, social & political position, time spending, etc.
- Gaining knowledge & contribution to knowledge

Activities: PhD will train you about what?

- It is not a coursework/ grade/ transcript, thesis or certificate !
- You will become a *philosopher* or *scientific philosopher* (!). You learn how to find a best answer because you know *scientific approach* to identify a problem and find a solution from different angle by following right theory and method, find authenticity of your solutions from supporting literatures;
- How to avoid fear of failures, because you are criticized so much;
- How to be comfortable with risk and uncertainty, because you go with full of uncertainty about fund, degree, expected results etc in the 4-5 years;
- How to be innovative and creative, because you know how to transform information into knowledge rather than just a user of information;
- How to be collaborative and independent, because you work in team and individual

**What are the
Strategies
for Career Development ???**

How to plan for job market?

- Prepare yourself and achieve requirements for the job market from the very beginning of your PhD/ Masters journey
- Find out the requirements & quality for academic job, consultancy, corporate job, international organization job, etc.
- Focus on gaining some useful & related knowledge and skills that will help you to get priority than others in job application
- Learn basic MS Office software (word, excel, power point, access), and communication tools and methods
- Ensure a good number of publications ready just after your viva for applying in job market, which might not be related to thesis, because publication from thesis will take time; to get this publication, you may work with your supervisor or other lecturers or students on different topics/ projects outside of your thesis
- Try to work as Research Assistant, even if it is without pay; but make sure you will get an official experience certificate

How to make a visionary plan?

- Always be focused on your mission and setup your priority of life, such as
 - short run vs long run
 - quantity vs quality
 - publication & knowledge creation vs self-development
 - market orientation vs self actualization
 - money vs. Reputation/ honor
 - helpfulness vs self-centric, etc.
- You can seek advices from anyone, but don't follow everyone and everything
- Never compare with other because everyone's journey is different

Why do you need patience in PhD?

- Take more pain to gain more in life.
- No shortcut for success; don't rush in generating idea or understand the process; experience does not come over night
- Understand the philosophy of designing the time period of 3-5 years for writing a thesis; it is beyond writing a report only
- Show the beautiful patience (sobran jamilah) constantly. That will help you to achieve the emotional maturity which is also a criteria of awarding the degree.
- Be regular and consistent till get the senate letter
- Involve family members (spouse & children, parents) and funder (job/ scholarship) to motivate you or vice versa
- Try to love critics and always expects critics; it is the key to improve yourself

How to ensure good time management?

- Make proper planning and setup your target with timeline for education as well as for life to lead a peaceful & successful life and maintain a good balance between your work and life
- Make a realistic plan for the time of proposal defense, viva, job, and life matters
- Continuously monitor the achievement; consistently review, adjust & revise the plan
- Monitor your allocation of time once in every month and think what the unnecessary things you can remove from schedule
- Save time from social media, social gathering, blogs, newspaper, watching drama/ movie, facebook, chatting, Whatsapp, etc.
- Also avoid the way of unnecessary matters come in your life, such as block concentration destructing websites
- Understand your productive time/ moment and use that for your best work – thinking, creative work, etc.

How to ensure safety at work?

- Take care your mental and physical health
- Find out the best motivational factor to get relax when exhausted, such as watch 5min (max.) Just for Gags, or Tom & Jerry or Mr. Bean or a short motivational lecture
- Never forget to take a nap
- Maintaining sound sleep and healthy food on time is mandatory
- Don't take extra burden or go beyond your capacity
- Make life easy, such as arrange your email box properly to avoid missing important email and also reduce time to clear
- Take different types the precautions, likes save all of your works under different versions; never update your thesis on same file; keep enough backup in different sources, even every time after ending the work just attach the latest work in your email.

How to select a research topic?

- Future job market demand
- Availability of scholarship/ project/ fund/ grants
- Easy, availability of expertise, and within capacity
- Select multidisciplinary, innovative, narrow focus, publishable topic
- Relate to the applied side rather than focusing on the mainstream discipline
- Relate your past study or interested area
- Select few alternative topics
- Determine the future value of the topic

What are the direction of future research?

- See Elsevier Report on [“What will the world of research look like 10 years from now?”](#)
 - China is coming in the leading role for funding, university ranking, research; and already able to attract top researchers and make a big syndicate among the top journals !
 - Research and academia is going to more technology oriented. Blockchain, Artificial Intelligence, Big Data, online teaching, etc. will be leading and way to disseminate service.
 - **Necessary human involvement basis job will sustain. MOOC will become a threat of conventional academic job !**
 - Publications are more open source oriented
 - Donor/ Funder are more from private sources.
 - So, make future focus by linking/working/collaborating with China, technology-oriented work, and link with industry and try to publish in open sources.

How to select main supervisor & co-supervisor?

- Determine the future value of the certificate (Institution)
- Evaluate the current & future status/ value of the supervisor
- Study the profile of the supervisors – degree, publication, research area, projects, consultancy, position, students, etc.
- Get feedback from his/her current/previous students
- Find his/her expertise in your intended topics of research
- Communicate before application to understand the views/ personality/ strictness, etc.
- Better to take few members in the supervisory committee based on different area of expertise
- Ask to program coordinator if help needed

How to maintain a good relationship with supervisors?

- Try to understand your supervisor with great patience
- Understand supervisor's tone and meaning of words !!!
- Listen them carefully, may keep record with permission, and try your best to understand & follow their advices
- Never ever play hide-and-seeK game; communicate openly
- Don't break promise and trust, even for small matter
- Make things easy for them as much as possible
- Maintain a dairy for taking note and track when attend meeting
- When meet supervisor, be well prepared and bring all previous documents

How to maintain a good relationship with supervisors?

Continue...

- Never send some half-baked writing/ assignment to show your incapability or laziness
- Write, write, and write, but rearrange ten times more than writing; rearrange content within sentence, within paragraph, among the paragraph, among the headings
- Must rearrange content 5 times and then send to supervisor
- Always write in formal English, even a message, that will help you to improve English & communication
- Follow the formatting of thesis from the very beginning; it is boring to see an unformatted content

How to maintain a good relationship with supervisors?

Continue...

- If you help them for extra work, definitely you will get some extra favor from them in terms of knowledge or other benefits
- Try to explore the network of your supervisors, learn how to write project proposal, how to make questionnaire, how to conduct class, how to design assignment, how to do marking, seek short gems/ tips, etc.
- Every single tips/ guidelines you receive will save at least 6 months time of your life.
- If you show the eager to achieve, learn and enthusiasm, you will definitely get a way; no one come and give you willingly
- Don't take overdose of medicine. Try to absorb according to your capacity. Over the time you will get it. Just try to go with the fashion of your supervisor.

How to develop a strong academic network?

- Maintain a very good relationship with peer groups, because very soon you need to collaborate with them for job, fellowship, other affiliation, external examiner, editor, reviewers, grant member, etc.
- Join workshop, meeting, academic and social program
- Find quality conference, especially organized by universities & association; see conferences from www.conferencealerts.com; always seek fund from the organizer and write to reduce the fees and give travel, accommodation fees as well as seek fund from different agencies or corporation for CSR
- Talk, talk, & talk with people; don't always stay/ seat with your old circle only, make new friends; maintain records (excel) of people you to whom you get introduced from different networks

How to develop a strong academic network? **Continue...**

- Write email, add in social network, know updates, appreciate others, and keep in touch with old colleague/co-authors/students/ alumni...
- Apply for fellowship, Summer/winter school, project collaboration, consultancy, part-time teaching, provide training/workshop, membership, association, in touch with old colleague/ co-authors/ students/ alumni, maintain record, industry link, etc.
- Willing to help & build good relationship rather than just on need basis
- Prioritize value, personality, reputation, rather than monetary gain
- Look for long term benefits rather than short term or instant focus

How to find a good mentor?

- Find good mentor beyond your supervisory committee
- Show your potentiality, show your willing to help, and build good relationship rather than just go for your own need
- Try to earn trustworthiness and reliability through keeping promise, punctuality, honesty, confidentiality, showing interest, genuinely seeking advices, etc.
- Communicate through email or face to face by visiting office, but don't disturb and don't forget to take permission
- Prioritize value, relationship, reputation, rather than monetary gain
- Look for long term benefits rather than short term focus

How to accelerate the outputs?

- This is the tragic truth that PhD time is the *freest time* of our life !!! Use it wisely to develop the foundation for rest of the life. This is the learning & self-development period, and this free time will never come back again; So, develop your won philosophy as well as won way of doing work in all aspects of life, because that will be your practice & guide in your whole life
- Know the time saving methods, motivational factors, self actualization, and developing strong helping hands
- Know the availability of resources in library, friends, supervisors, and online such as YouTube, blogs, and different types of other websites and data sources
- Collect few books, websites, resources and maintain a list of record for lifetime reference
- The big motivation is love (at least not dislike) the work and love the people related to your work

How to accelerate the outputs? Continue...

- Get updates about the topics of top conferences and special issue of top journals, that will help to understand hot topics and future direction of knowledge and research
- Read more journal articles; select top ten journals in your fields and subscribe the notification of these journals to get the latest issues info. If you just see the title only, after ten years you will know all the titles that published in top ten journals & your brain will give you some innovative ideas.
- Promote your works; share to others and get some critics, but be careful when sharing content with others
- Be open minded & helpful to other; you will also get help from others
- Don't underestimate or over exaggerate your strength !!! Know exactly what you are !

How to build your own competency?

- Give special focuses on methodology and develop good competency in some in-depth methodology and software or know the technique of strong literature review or articulate writing, etc.
- Learn about other's research through discussion and attending colloquium, proposal defense and other presentation
- Attend workshops, talk, seminars, conferences, training, as many as possible because next day you will be the supervisor and need to guide students on different topics
- Get idea for other academic related activities, such as classroom management, assignment preparation, grant proposal writing, organizing conference and other events, industry relationship, etc.
- Apply for fellowship, summer/winter school, project collaboration, consultancy, part-time teaching, provide training/workshop, membership in association

How to build your own competency? **Continue...**

- Learn the basic communication methods, writing formal email/ letter, basic English grammar and formal vocabulary
- Learn some basic software & Apps, software installation & troubleshooting, and used to be a techno savvy person
- Learn some extra knowledge that are essential for life:
 - knowledge of financial planning, passive income, setup business or startup, retirement planning
 - food and health issues, time & stress management
 - religious matter
 - family & childcare, work life balance

How to get perfection in research?

- Avoid super perfection; maintain a minimum standard and don't go for over perfection
- Learn how to do super skim and avoid taking details notes
- Keep good track record of literatures, because it will be needed for discussion, and recommendation
- Always draw a diagram or flowchart to clear your concept
- Think your problem statement and objectives in everyday; ultimately that is your focal point in full degree
- Don't write anything that you don't understand or cannot explain; if you cannot, your audience also cannot understand
- Link your coursework with your thesis
- Try to make more output from one single research and based on many ideas design the variables/ data and models before starting data collection

How to extract articles from thesis?

- Assess your full thesis for maximum number of tentative articles
- Segregate the unique ideas into different draft articles
- Find major and minor ideas & avoid repetition
- Find the way to aggregate or segregate ideas
- Improve and prepare article one by one
- Try to fulfill the thesis submission criteria at your earliest
- Don't publish everything at a time and don't rush for publishing from thesis
- After achieving the degree next two years (until start any new project/ work) you need to continue publications from your thesis

How to increase number of article?

- Develop a team to work outside of thesis
- Try to publish from coursework, join other's work, work something extra from thesis, link your work with others to make extra articles, etc.
- Try to work in multidisciplinary area or link with the areas where publications are easy, but don't publish completely outside of your discipline, which will be marked negatively by employers.
- Know the publication ethics and know how to negotiate, even with supervisor. In the negotiate process also focus building bondage & long-term benefits. Don't be mean and calculate as 1:1 equation; it will actually close many potential doors.
- Know the journal formatting and submission system and get familiar with different types of writing and journals that will help a lot.

How & why to diversify publications ?

- Journal's quality can be measured in many ways and different employers give value in different index and rankings.
- Very top journals are almost accepted by all but try to diversify your journals based on different indexing according to your target employers.
 - My articles in different index: ERA/ ABDC (85: A-6, B-16, C-63), SCOPUS (86), WoS (61), ABS (27: 3*-1, 2*-4, 1*-22)
- Predatory journals must be avoided. But if anyone is in dying need such as to fulfill degree requirement, still never-ever publish good article or main article from your thesis. As it is a wastage of your article, you may prepare something side work that you can hide from your CV. Also, before submit in these journals, think thousand times and check many issues including the survival time of journal till fulfil your purpose !
- Also careful about fake and hijacked journals. Consult those who are expert in your field.

How to face final viva?

- Prepare slides for viva just after submission for evaluation, because everything is fresh in mind
- Submit very well-prepared version of thesis, because external/internal don't know you but only the submitted copy of your thesis
- Get well prepared & enough rest before viva
- In viva meeting everything is already decided; so, don't get afraid, don't panic, don't rush, show competency, keep patience; don't be emotional; emotional maturity & confidence are very important
- Don't argue/bargain, tell truth, acknowledge if limitation is there; also, don't accept everything what they say
- Adjust the reviewers' comments as broadly as possible but within the time limit; don't relax and waste time after submission; start working on articles from thesis and looking for job
- Never try to contact internal/ external before viva; don't forget to extend further network after viva

How to prepare documents for the job market?

- Prepare a few good format CV targeting for different job sectors and continuously update and improve it
- Prepare three recommendation letters and select three referees
- Prepare a job market article, and select a list of (top three-ten) best articles to share with application
- Prepare a cover letter, statement of professional & service philosophy, statement of teaching philosophy, statement of research philosophy; also prepare a research proposal for post-doc or future research
- Create your profile in Google Scholar, ResearchGate, Academia.edu, ORCID.org, ReseacherID, Social Science Research Network (SSRN), EconPapers/ RePEc/ IDEAS, ScopusID, ImpactStory.org, Mendeley, Kudos, Publons, LinkedIn, etc.

How to show the impact of research/ publication ?

- Show your publication quality through *academic and social impacts*, especially applying in International organization, research organization, NGO, and projects from donor agency

Websites	Citation	H-index	Read/View	Download	Follower	Public/ Media Mention	Recognitions
Google Scholar	3,600+	29	-	-	-	-	-
SCOPUS	1,050+	12	-	-	-	-	-
Web of Science/ ResearcherID	800+	10	-	-	-	-	-
Research Gate	2,300+	20	285,000+	-	800+	750+	Top 15% (RG Score 28+) & "Most Read Author"
Academia	-	-	183,000+	12,000+	3,200+	700+	Top 1% (Views)
SSRN	-	-	63,000+	16,000+	-	-	Top 1% (Download)
Socarxiv	-	-	-	70,000+	-	-	-
Science Direct	-	-	30,000+	-	-	-	-
Figshare	-	-	19,500+	11,500+	-	-	-
Mendeley	-	-	5,000+	-	-	-	-
RePEc	150+	-	5,000+	2,000+	-	-	Top 1% Economist (Publication, Distinct Works, Download)
Kudos	400+	-	800+	-	-	-	-
Microsoft Academic Research	2,000+	-	-	-	-	-	-
BePress	-	-	4,000+	700+	-	-	-
SCRIBD	-	-	2,000+	-	-	-	-
UUM Repository	-	-	2,000+	-	-	-	-
Altmetric	-	-	-	-	-	400+	-

* Total readers are 700,000+ according to mentioned "Read/View and Downloads" counts as of 31 May, 2021

How to apply for job market?

- Start looking job just after submission of thesis for viva; knock all of your network
- Subscribe job cites from your target employers or country or registry in targeted organizations
- Post-doc is not a degree but a low salaried affiliation; you can join as post-doc for the time being, but prefer fulltime position
- Try to get some industry experience or get memberships of related associations
- Continuously apply in diversified areas and regions. Look long-term benefits rather than current position
- Always keep in touch with your supervisor & mentors, because they will be your referees

How to define & achieve success?

- Understand what is success - high grade, top degree, instant job, high salary, good boss, good reputation, better life, better family, self actualization, Divine consciousness/Taqwah, paradise !
- How to win in war (battle vs. war)?
 - Understand the reasons of test, trial and tribulation – better place
 - Accept the challenge positively
 - Prepare and get idea of the nature of test
 - Keep beautiful patience - the trial will not continue life long
 - Don't blame and don't compare
 - Try your best and rely to Allah
- Maintaining a balanced life to get holistic success rather than achieving high success in any particular area & massacre others

Further Reading

- <https://www2.le.ac.uk/departments/doctoralcollege/training/eresources/study-guides>
- <http://scholarshape.com/blog/2014/3/18/101-tips-for-finishing-your-phd-quickly>
- <https://medium.com/asecuritysite-when-bob-met-alice/as-a-phd-examiner-my-top-25-tips-for-phd-students-4ecb76a307e7>
- 100 PhD rules of the game to successfully complete a doctoral dissertation. <https://doi.org/10.1108/AAAJ-01-2019-030>

