

Brookeye, a North American in his late twenties, had just completed his PhD with 10 peer-reviewed presentations and 9 peer-reviewed publications when he joined this study. Brookeye initially pursued a PhD based on personal interest and to increase his knowledge of the field. As a post-doc at a North American university, Brookeye mentored students in the lab, and engaged in various projects. By the end of this study, he had welcomed his first child with his partner, also an academic, and was in a tenure-track position. What struck us about Brookeye's story was:

Finding work with partner, who is also academic; birth of son and paternity leave (personal) Large number of projects; acquisition of tenure-track position (work experience) Consistent desire to work in academia (career thinking)

Year	Personal	Work experience	Career Thinking
Post-PhD Year 1	Relocated to different city for post-doc. Working towards finding employment for him and partner in same city. Happy with work-life belance; halance is important to me. I believe a choive a good work-life belance. I could work more but! am efficientso I am happy with the current belance."	Prepared for Z-day job intendent that resulted in ofter and provided additional funding. External funding gave him more independence focused on 'convingi out a research miche' that builds on PhD. Facesved help on analyses from supervisor and a collaborator, which helped him 'get over some hurdies'. Cited in two 'high impact journels', suggested that others were reading and valuing his work. Continued work on poet-doc project and was 'glessed to be close to completing the first manuscripts from my postbor research'.	Working towards career in academia.
Post-PhD Year 2	Bought house with partner. Partner had 3-year contract, so there is some degree of uncertainty as to future location.	Altended conference as part of long-term collaboration, which allowed for networking and confirmed that he was doing good work. Went to session on science and "selling" yourself through media, reflected he was not "willing to compromise my integrity just to be farmous". Received help from partiner on new statistical method. Engaged in discussion with colleagues on philosophy of science that made him feel he was developing as scientist. Had difficulty coordinating with collaborators due to busy schedules, which was "frustrating". Two papers accepted by major journals, which signified career progression. Began new position as assistant professor.	Continued to work towards career in academia.
Post PhD Year 3	Engaged in physical exercise, which is "something I really only) and it helps me keep balance" Expecting first child with wite; decided to share parental leave.	Concerned about "taking the right students on. Noted the clid not have a mentior, but goes to a group of other researchers which he needs advice; a formet mentior would be "useful". Worked on grant applications and prepared for coterises he would be tacking. Reviewed student applications, and a strong application made him feel like an academic, as it suggested he could "hecrust storing students". Did not feel like an academic when overlooked for on outhorship on a collaboration. Fell that he should publish more, but noted that "the belance is more important". Began teaching, which was time consuming and it was difficult to "motivate students". Fell trasponable for informing students what an academic career entals and help them be "productive and good researchers". Received grants and attended major workshop where he retworked with young scientists and	Acquired assistant professor position and working towards tonurs.
Post PhD Year 4	Son was born; "family (is) the most important thing in my life). Continued to make time for daily exercise, but if has decreased since birth of son; needs exercise as "key stress reliever". Went on patemity leave so that partner could return to work.	**ammistrative black hole* in terms of policy changes and opportunities. Had some trouble with a PhD student he supervises, as the student does not follow through on tasks and it is "starting to make me look bad in front of collaborators". Wanted to have planned his lectures for fall term before going on paternaly leave, but needed to "prioritize" research. Engaged with students, professoris, and staff on various research activities. Would have liked to spend more time grant proposals and field work but does not have time due to care taking. Had issues with a student regarding academic dishonesty, and discussed the problem with student's committee and the student. Encountered issues with targe, 10-15 year project, and worked with student on sampling:	Continued to work towards tenure.
What struck us	Finding work with partner, who is also academic; birth of son and paternity leave.	Lurge number of emiscies acquisition	Consistent desire to work in academia





