

# Creating Balance and Value in Your Career

2012



# Welcome

- Introduction
- Why Now? - Based on your values, what is motivating you professionally and what is one thing you enjoy personally?
- With a partner introduce yourself:
  - Name and Discipline
  - Why Now for You?



# Successful Careers: Tangible ~ and ~ Intangible

## Organizational Construct

- Productivity
- Teaching
- Research – independent
- Tenure
- Funding
- Publications
- Service
- Mentoring
- External recognition
- Salary
- Advancement
- Awards
- Title (status)
- Colleagues

## Personal Construct

- Meaningful impact
- Leaving a legacy or contribution
- Inspiring others
- Student, unit, and system transformation
- Personal satisfaction
- Personal growth and health
- Validation
- Inclusion
- Respect
- Authenticity
- Enjoyment
- Match to values
- Inner Peace



# Associate Professors

## The “Sandwich Generation”

- Service commitments may increase
- Research goals may change
- More leadership requests
- Teaching fatigue
- Need for mentors
- Not moving up: 8.2 years (women)

The Chronicle of Higher Education, July, 2011



# What Can I Do Now?

- Set career goals and draft a plan
- Identify steps to get there
- Learn from others and engage them
- Keep data on all activities
- Ask for feedback on:
  - Grant writing, Papers, Teaching, Research
- Understand the general process



# The Value of Mentors

- Stories about department and university culture
- Explaining real process of promotion & tenure
- Providing constructive and supportive feedback
- Telling you what's expected
- Providing encouragement
- Fostering important connections



# How to Approach a Mentor or Chair

- Decide what you want and what you can give
- Have a draft plan with options
- Appeal to their interests
- Think about timing
- Ask for their advice
- Let them know how they can help



# Reaching Meaning and Balance

- What are your dreams and goals?
- What might you regret not having or doing?
- What are you going to do with your one wild and crazy life?
- Write at least one goal for the next year





# Taking Action

- Share your one goal with another person:  
what will you do and when?
- Peer Mentoring:
  - Select a person to contact you in three weeks
  - Follow up with calls or meetings.

