

# **“Thinking Strategically About Your Career Path”**

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Johnson Center lunch  
Post-tenure faculty  
March 7, 2019

# Four Typologies of Post-tenure Pathways

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- Previous JC program.
- Synergistic citizen, weary citizen, independent agent, discouraged isolate.
- “Reveal processes by which faculty engagement and growth is affected by institutional cultures and opportunities.”
- “Identifies institutional ‘channels’ allowing growth and ‘trenches’ impeding sustained faculty engagement.”

Quote source: Tamama Beauboeuf, Jan Thomas, and Karla Erickson, AAC&U Annual Meeting, “Rethinking the Mid-Career Malaise: New Lessons from Liberal Arts Faculty,” 26 January 2017; presentation hand-out

Four Post-Tenure Pathways Tamara Beauboeuf Jan Thomas Karla Erickson 2016		SATISFACTION IN CAREER	
		HIGH	LOW
		ACTIVENESS & OWNERSHIP EXPERIENCE CHANNELS	PASSIVITY & RESIGNATION EXPERIENCE TRENCHES/RUTS
INSTITUTIONAL CONNECTION	STRONG	<b>SYNERGISTIC CITIZEN</b> *ability to re-invent self/research/teaching *ability to self-reflect on growth/change *look for and take opportunities presented *choose service to align with interests, say no at times *recognized by institution for contributions/achievements	<b>WEARY CITIZEN</b> *feel strong connection to the institution (which is in large part why they do so much service) but lack of recognition and reward for work they do leads to less job satisfaction *work hard doing labor that keeps institution running *enjoy service work and generally find it meaningful and important *work they do doesn't align with the reward structures of the institution *service work becomes a "trench" that is hard to get out of and does not currently lead to promotion *two types - see below
	WEAK	<b>INDEPENDENT AGENT</b> *engaged in their own work although engagement with institution may fluctuate *commitment mainly to discipline or department rather than institution *service as commitment to colleagues or for self-interest *recognition typically not from larger institution (rely more on self-validation or outside institution) *feel they "don't fit in" and/or had a painful experience which led to decreased loyalty to institution *find ways to carve out meaningful career somewhat outside the anticipated institutional mechanisms *career goals out of sync with institutional norms or resources *over-representation of faculty of color and very senior women (first in their departments)	<b>DISGRUNTLED AND DISCOURAGED</b> *Don't feel strong connection to institution. May still enjoy some aspects of job but overall job satisfaction is low. *Long term sense of feeling unappreciated or unrecognized. *Typically very critical of institutional administration (past or current) and/or current institutional climate. *Withdraw from active engagement with service and department. *Seem stuck where they are – no plan for how to move forward unless retire



# Shape of Career

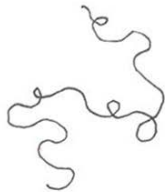
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- Day-to-day, semester-by-semester , we lose track of what we've accomplished and why we entered the profession.
- At an institution like AC, institutional needs often determine what's next.
- How to rethink, reshape, and reestablish goals for career vibrancy and growth?

# Types of Resumes



CAREER TRACK



CAREER MEANDERING PATH



CAREER HIKE



CAREER WHITewater RIVER



CAREER SIDEWALK STROLL



CAREER HOPSCOTCH

# Big questions

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- How to grow with institutional needs?
- How to align your values with institutional needs and stage of career?
- How do career accomplishments and setbacks change our personal and professional identities? And our goals?

# Reflection:

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- What have been your most satisfying career accomplishments so far?
- Where would you like to put more energy in the next two years?
  - Writing and research
  - Developing new courses
  - Grants
  - Reconnecting with professional organizations
  - Leadership roles
  - Full professor
  - Other?

# Narrative of Career: Giving Shape and Cohesion to Your Career Path

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- Past experiences—what values, goals, and experiences led you to this point?
- Accomplishments and disappointments
- What has changed about the profession and the institution since you started your career?
- What's next?
  - Short- and long-term goals
  - What's next? What type of support do you need?



# Failure CV

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- What didn't happen?
- What did you start but not finish?
- How can you make it mean something?
- Can it contribute to your goals now?
- Can disappointments be reframed?

# Keep in mind

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- Seasons of life and career
- Some goals will take longer than others
  - How do we finish long-term projects?
- Accountability
- Resources at AC

# Next steps

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- Johnson Center post-tenure lunch on writing your CDP and sabbatical proposal: Thursday, May 2
- Johnson Center workshop on “**Reflective Leadership for Faculty,**” Thursday, May 30

# Sources and Resources

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Josh Hrala, “[This Princeton Professor's CV of Failures Is Something We Should All Learn From](#)”

Scott Jaschik, “[Sharing the Failures](#)”

Melanie Stefan, “[A CV of Failures](#)”