



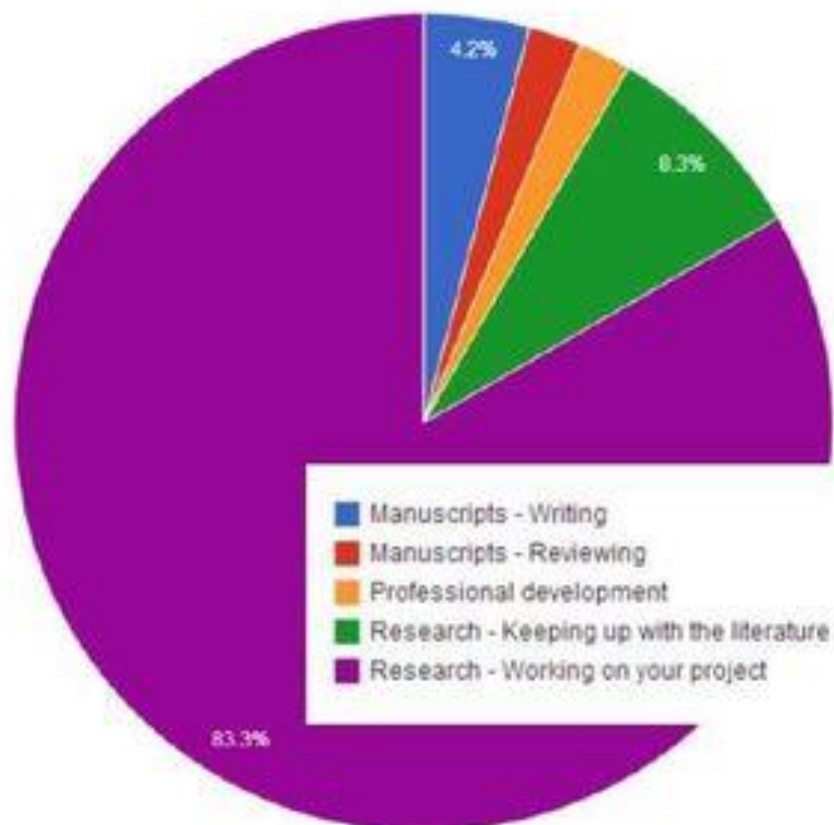
National Center for Faculty Development & Diversity

Lessons Learned in Summer Faculty Success Program

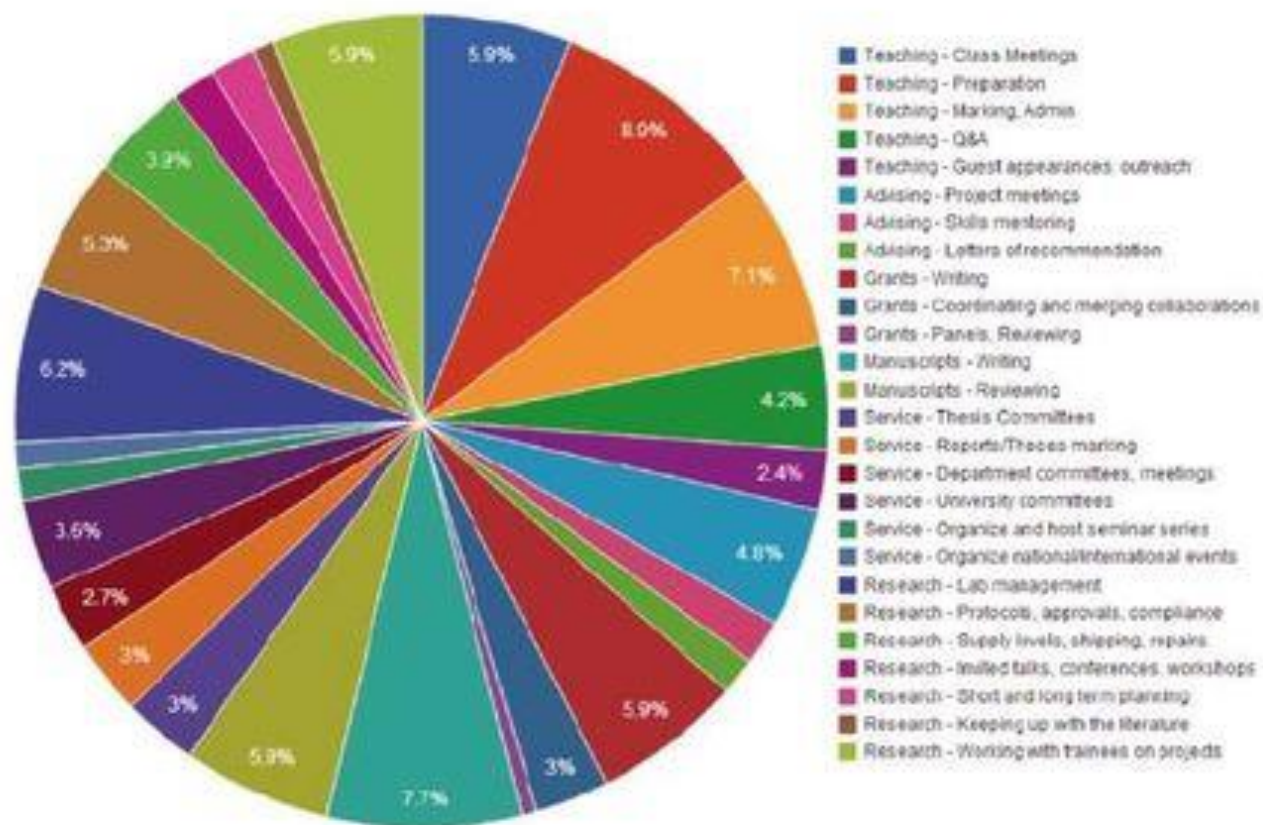
Johanna Hannan, PhD
Assistant Professor
Department of Physiology

Post-Doc vs. Assistant Prof.

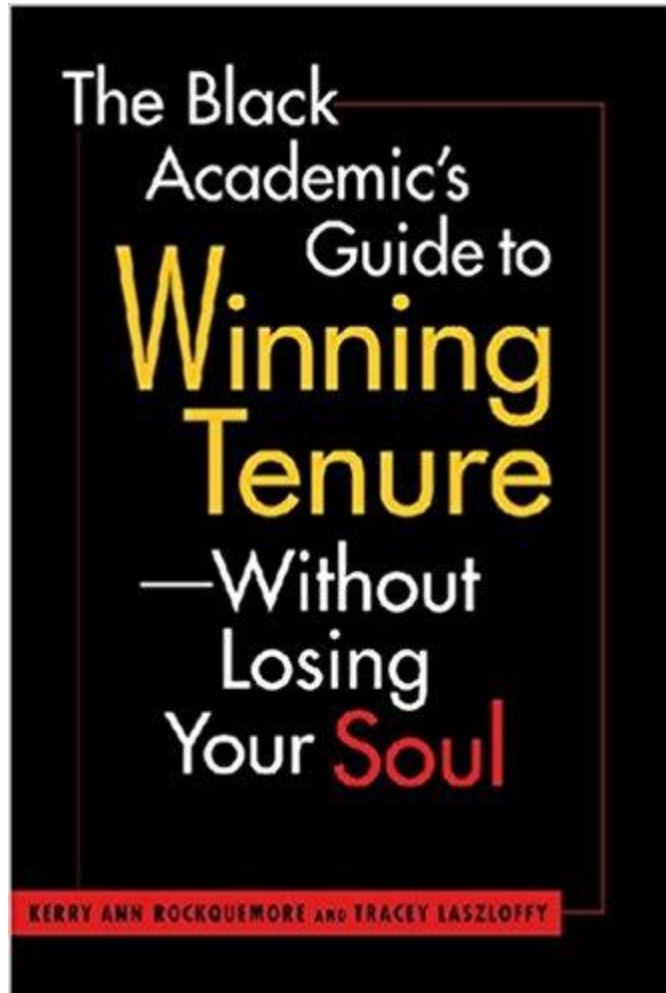
Post-Doc



First academic position



When in doubt do some research...



Kerry Ann Rockquemore, PhD

- Tenured professor at University of Illinois
- Create supportive communities for pre-tenure faculty
- President and CEO of the National Center for Faculty Development & Diversity



What is the Faculty Success Program?

- Learn to increase your research productivity, get control of your time, and live a full and healthy life beyond your campus
- For tenure-track and tenured faculty
- Provides accountability, coaching, and peer support
- Develop a daily writing habit

Summer 2017 Session

- May 21 – August 12, 2017 (12 week boot camp)
- Self-directed course with weekly homework videos
- Track your daily progress on Writing, Research, and Personal Goals in our private online community
- Weekly small group accountability phone calls with a designated coach

Come up with a plan

Okay, so I've got: Read up on stuff to be more knowledgeable at work; Do house improvements; Come up with book idea; Learn how to code; Plan trip with friends; Get into Asian cooking; Think about new career; and 24 more.

Sounds perfect.



Why make a plan?

“If you don’t know where you are going, any path will do...”

‘Alice In Wonderland’ - Lewis Carroll

Having a plan and goal setting are important approaches to achieving a desired outcome.

- Where you do want to be in 5 years?
- Are you clear in your main objective in your research?
- Do you know what you need to achieve at the end of the week or end of a typical day?

Quarterly Strategic Plan

What do you need to achieve this spring?

- Manuscript
- Grant application
- Teaching
- Personal goals

Quarterly Strategic Plan



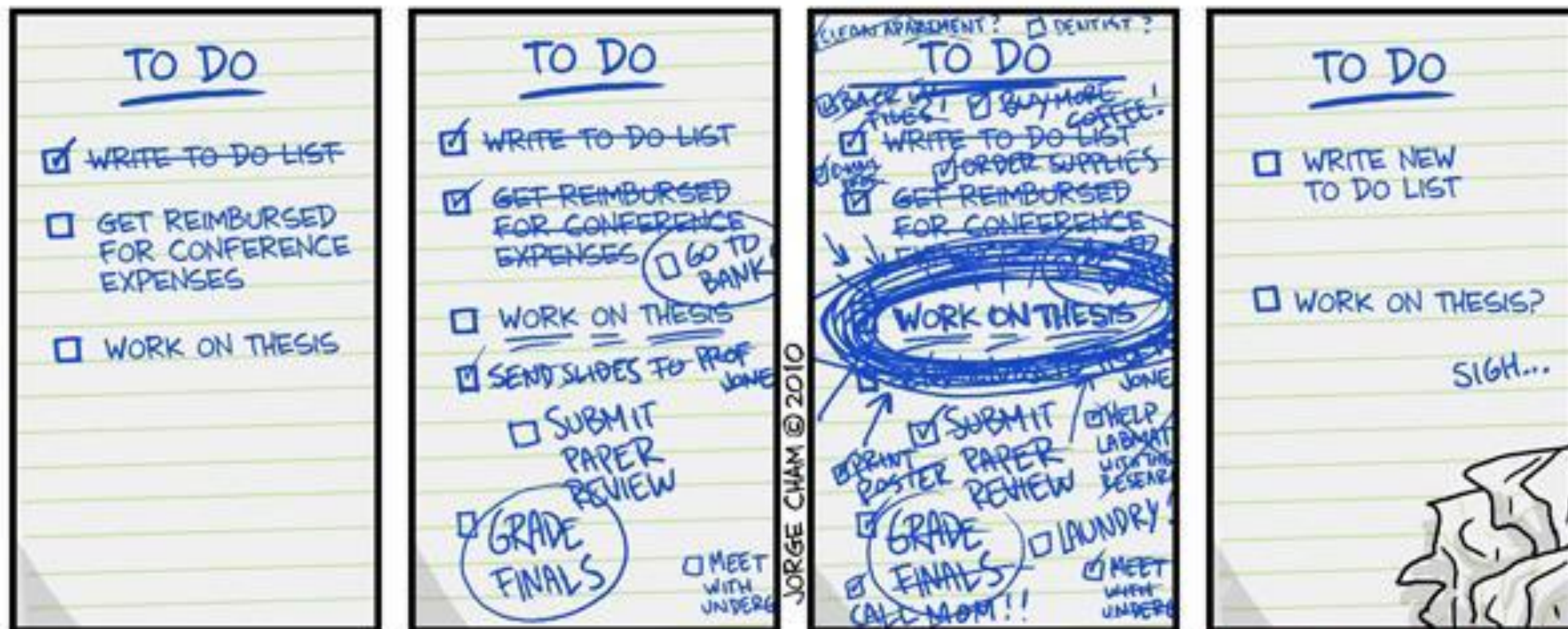
- Once you have established your SMART goals create an action plan
- Plan all the steps or tasks that need to be completed
- Put those plans into a rough weekly schedule
 - ***Plan for 2.5X the amount of time you think it will take***
- Post your goals somewhere that is visible that you can be reminded of daily!

Weekly Planning Meeting

- Every Sunday have a weekly planning meeting incorporating the tasks from your strategic plan
- Should take no more than 15 minutes!
- Plan your time with INTENT and PURPOSE
 - What SMART goals do you want to accomplish this week?

I have a plan now what?

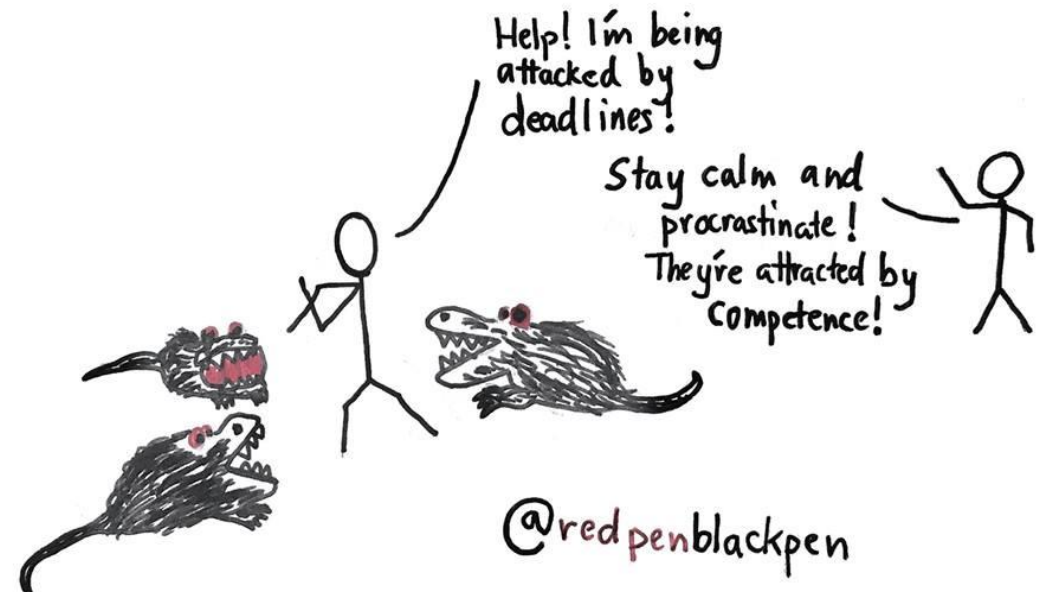
YOUR "TO DO" LIST



What is resistance?

- Resistance
 - A human defense mechanism to keep us from doing anything that might be dangerous
 - It arises in response to anything that increases our anxiety

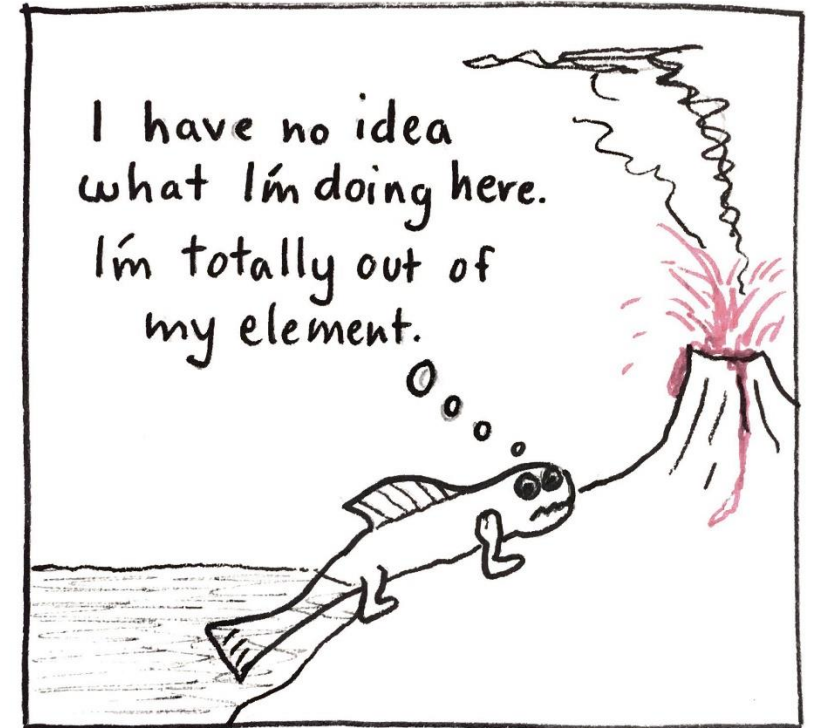
- It is like a bodyguard!



What drives resistance?

- Driven by:
 1. Fear of exposure (imposter syndrome)
 2. Fear of failure
 3. Fear of challenging the status quo
 4. Fear of not being _____ enough

How can we deal with our resistance on a daily basis?



The Birth of Imposter Syndrome
@redpenblackpen

Post-it notes to track resistance

- I'm hungry
- I gotta pee
- I want some coffee
- I wonder how dehydration impacts brain functioning
- Uh-oh! I drank too much water and have to pee again
- I hate writing
- Why didn't I start this sooner?
- Why does everything take sooooo much longer than I imagine
- Why can't I get my shit together?
- I'm sure somebody has already said this, maybe I should go and read more
- I'm going to embarrass myself

Other areas where you experience resistance

- Sleeping 8 hours a night
- Exercise
- Avoiding conflicts
- Saying “no”
- Delegating

Assess and Adjust Your Plan

- How am I progressing towards my goals in my Strategic Plan?
- Have I developed a consistent daily writing habit?
- Am I consistently holding a weekly planning meeting?

- If I'm not where I hope to be, what is holding me back (what adjustments do I need to make)?

- Adjust your strategic plan every few weeks

What is holding you back?

Technical Errors

- Haven't set aside time to write
- Set aside the wrong time
- You have no idea how much time tasks take
- You don't have SMART goals
- You're disorganized
- You can't figure out what you have to do
- You don't know how to do something

Psychological Obstacles

- Perfectionism
- Disempowerment
- Inner critic(s) on steroids
- Unclear goals
- Imposter syndrome
- Fear of failure
- Fear of success

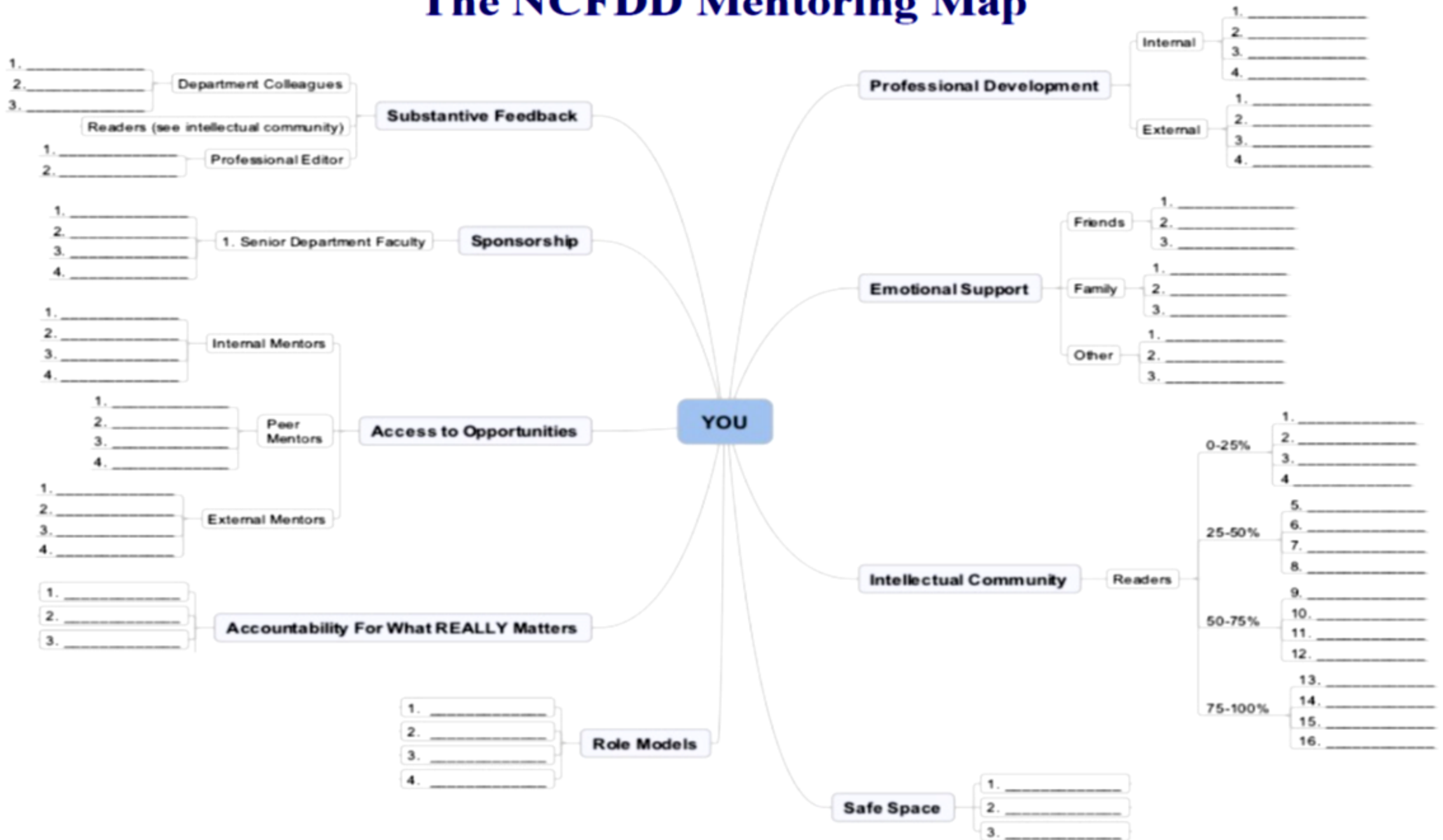
External Realities

- Somebody died
- You have a baby
- Somebody got sick, you have unexpected care giving
- You have a health issue that minimizes energy
- You or your department moves
- You get sick
- Relationships issues

Mentors vs Sponsors

MENTOR	A mentor informally or formally helps you navigate your career, providing guidance for career choices and decisions.
Who drives the relationship?	You drive the relationship. Your mentor is reactive and responsive to your needs.
Actions	Help you determine possible career paths to meet specific career goals.
SPONSOR	A sponsor is a senior leader or other person who uses strong influence to help you obtain high-visibility assignments, promotions, or jobs
Who drives the relationship?	The sponsor drives the relationship, advocating for you in many settings, including behind closed doors.
Actions	Advocate for your advancement and champion your work and potential with other senior leaders.

The NCFDD Mentoring Map



Other NCFDD Opportunities

- Member of NCFDD
 - Alumni FSP program
 - Webinars, courses and workshops
- Free 14 day writing challenge
 - Try the Write Now online software
- Post-tenure Pathfinders Program
 - Post-tenure series of articles on Inside Higher Ed

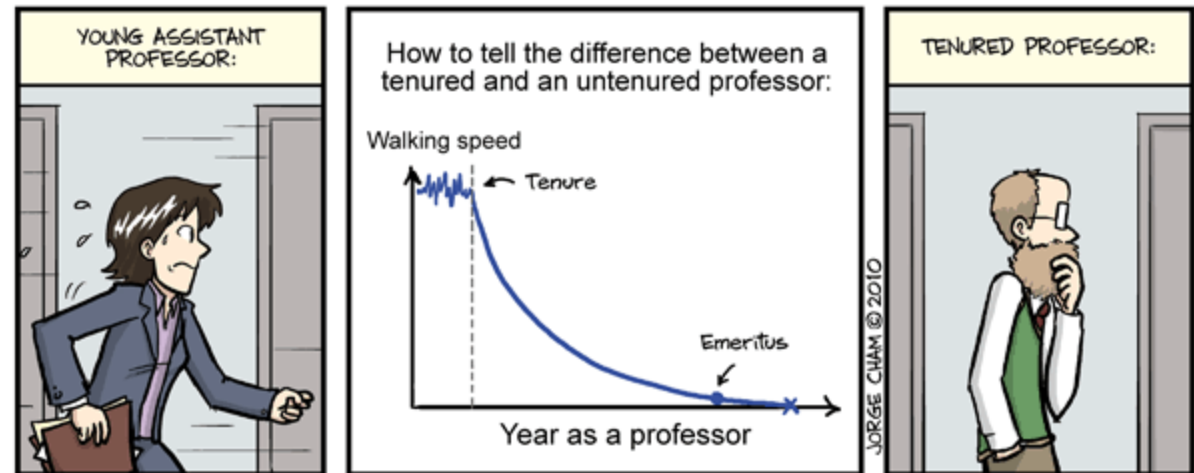
Lessons Learned

- Develop a daily writing habit
- Quarterly strategic plan (Professional and personal goals)
- Hold weekly planning meeting
- Self-assessment – Do I really want to do this? Why or why not?
- Be kind to yourself



BWFC

Dr. Libby Baxley



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