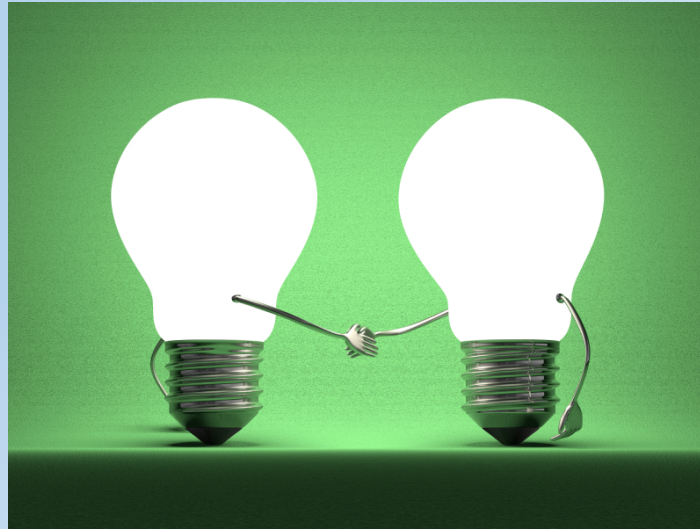


Getting the academic support and advice you need

-- Associate Professor Bag Lunch --

Maureen Stanton

Distinguished Professor and Vice Provost Emerita



My presentation today “borrows” heavily
from a previous one...



Mindi Thompson, PhD, HSP
2016 ADVANCE NCFDD Workshop

Our academic careers can be extremely rewarding,
but they are also challenging and stressful

Promoting to tenure!



Our academic careers can be extremely rewarding,
but they are also challenging and stressful



Pro

sure!

Becoming a leader!



Higher service
expectations

Finding funding!

Post-tenure challenges are legion....

- Learning the expectations for promotion to full rank
- Achieving the expectations for promotion to full rank
- Becoming an agent for institutional change
- Serving as a public intellectual to enhance public awareness
- Aspiring to disciplinary stardom
- Working to become an educational innovator
- Investing energy in non-academic interests

The challenges can lead to...

- Negative impacts on productivity as you learn how to navigate transitions
- Engaging in self-isolation as a coping mechanism
- Emotional and intellectual exhaustion
- Anxiety and other stress-related illness
- Strained personal relationships
- Thoughts about leaving the Academy

Where do you turn???

A Venn diagram consisting of two overlapping circles. The left circle is a medium blue color and contains text about personal resources. The right circle is a darker blue color and contains text about academic resources. The two circles overlap in the center.

Personal resources:

Family

Close friends

Non-academic loves

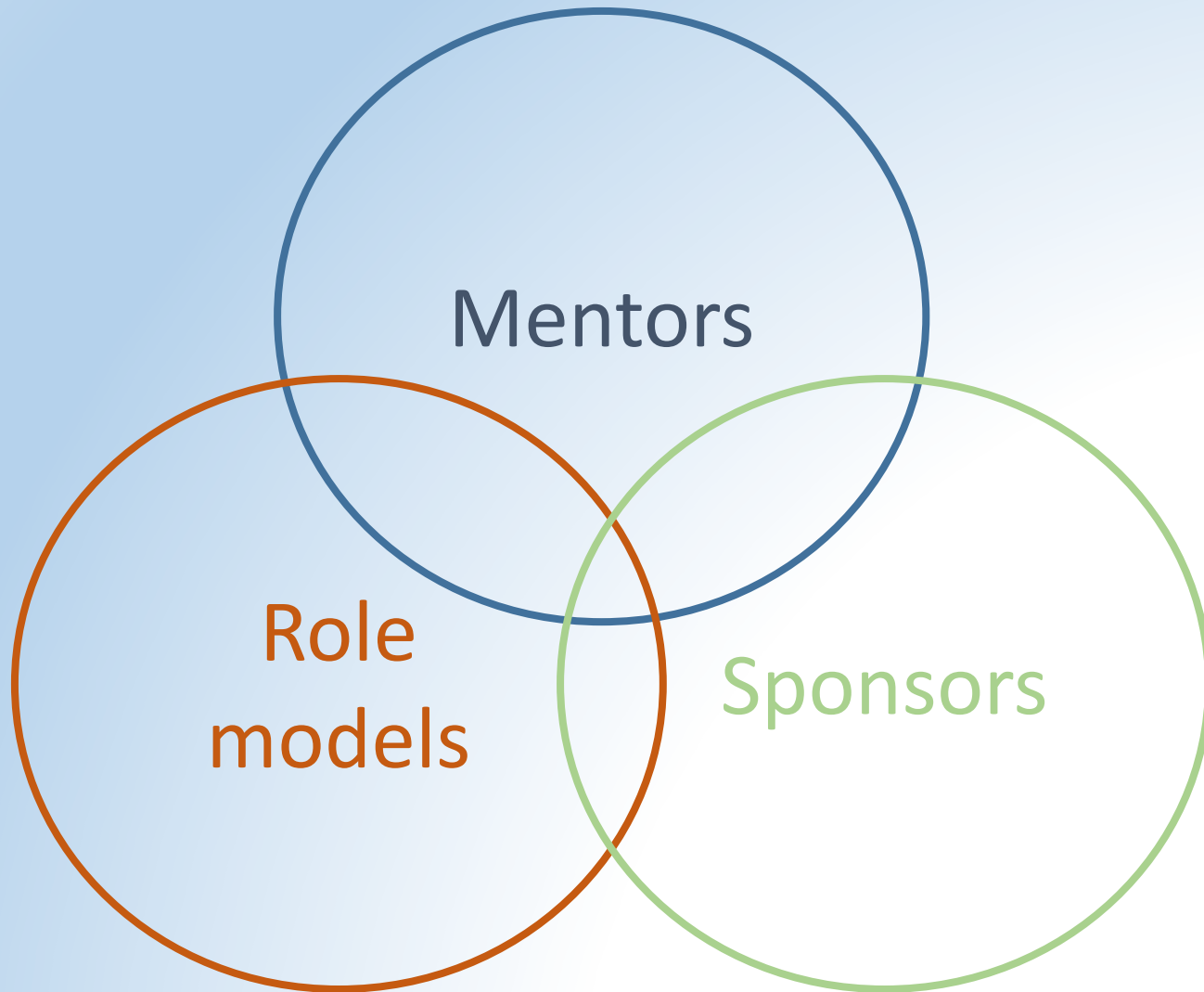
Academic resources:

Institutional programs

Mentors

Sponsors

Role models





Role models

ROLE MODELS:

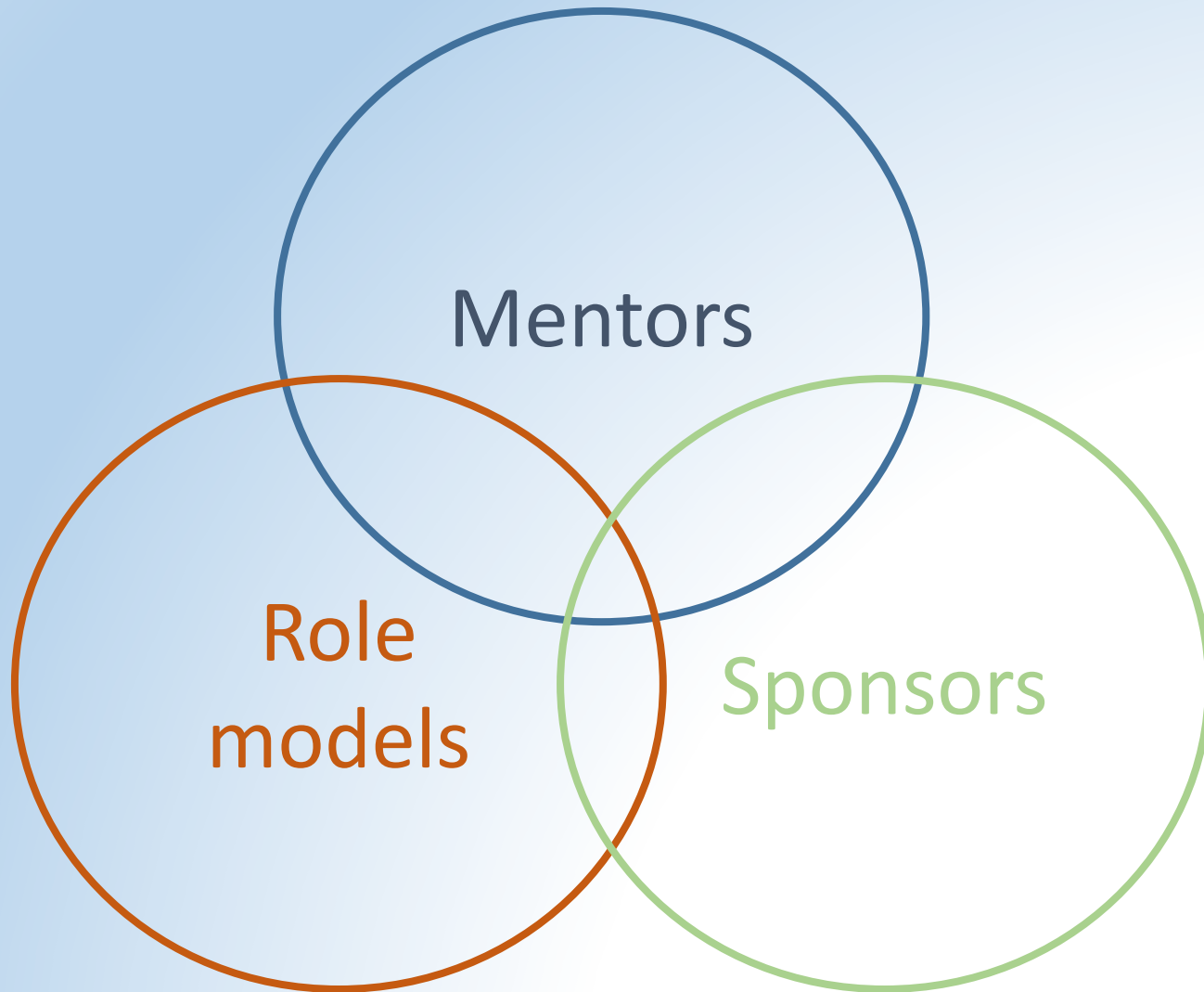
- Those you perceive to be successful
 - in *all* endeavors?
 - in *some* endeavors?
- Your perception is necessarily incomplete and imperfect.
- Role models may be positive and/or negative!
- A role model may not be invested in your success.

EFFECTIVE SPONSORS:

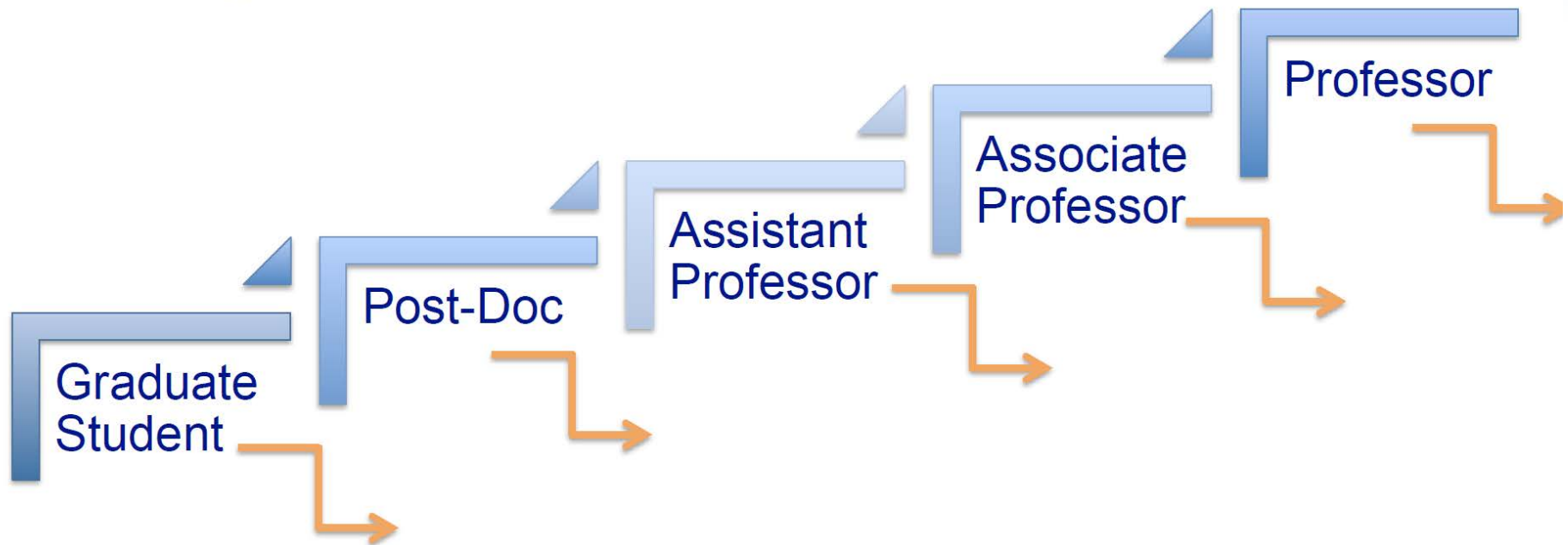
- have standing in your academic environment
- believe in your worth
- will work actively to promote your success
- can be counted on to assist in their area of expertise or influence



Sponsors



Each step on the academic ladder is a new game with new rules (written and unwritten), new questions, and new challenges ...

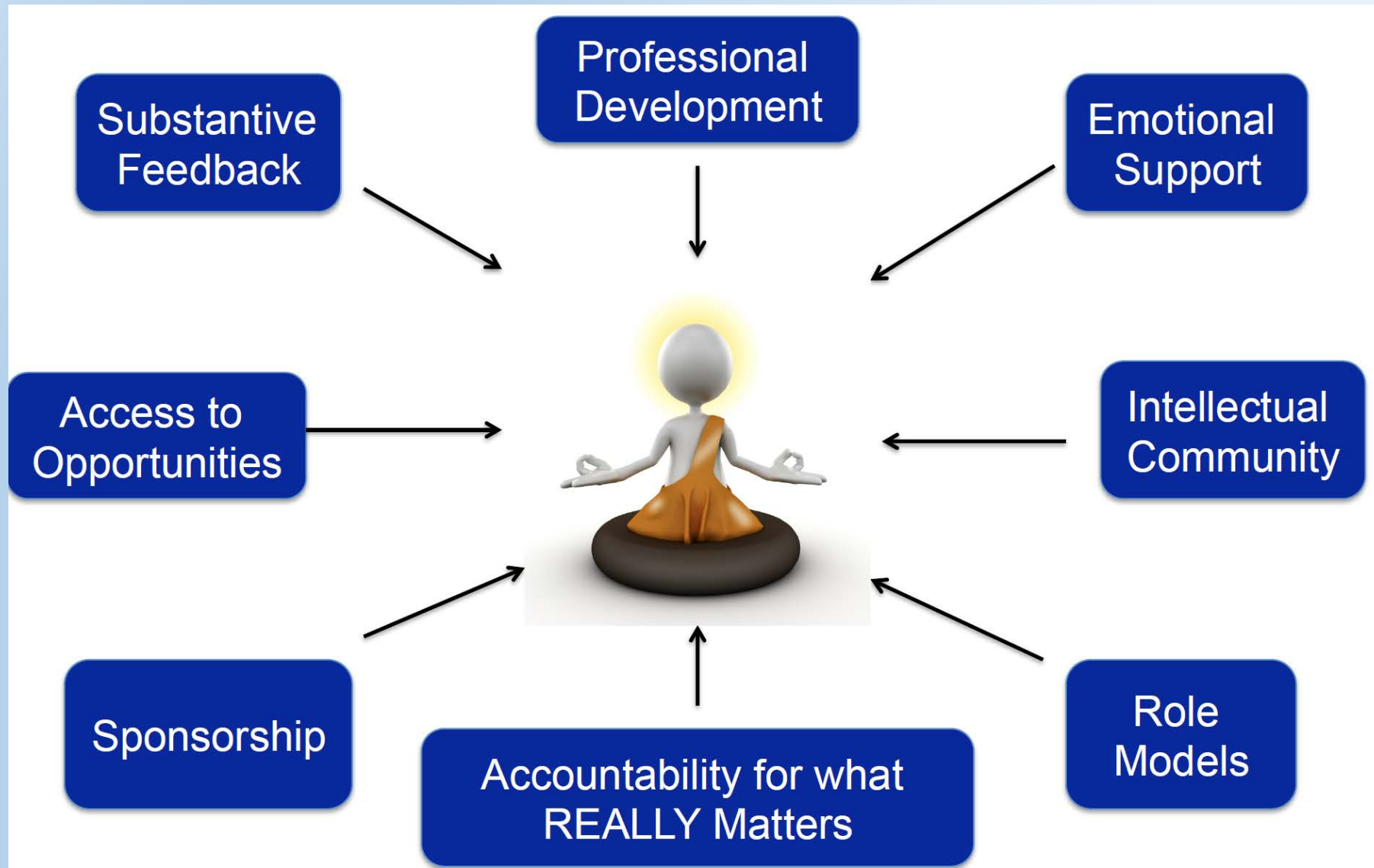


The most efficient way to make a transition is to build a network of mentors, sponsors, and collaborators that meet *new* rank-appropriate needs.

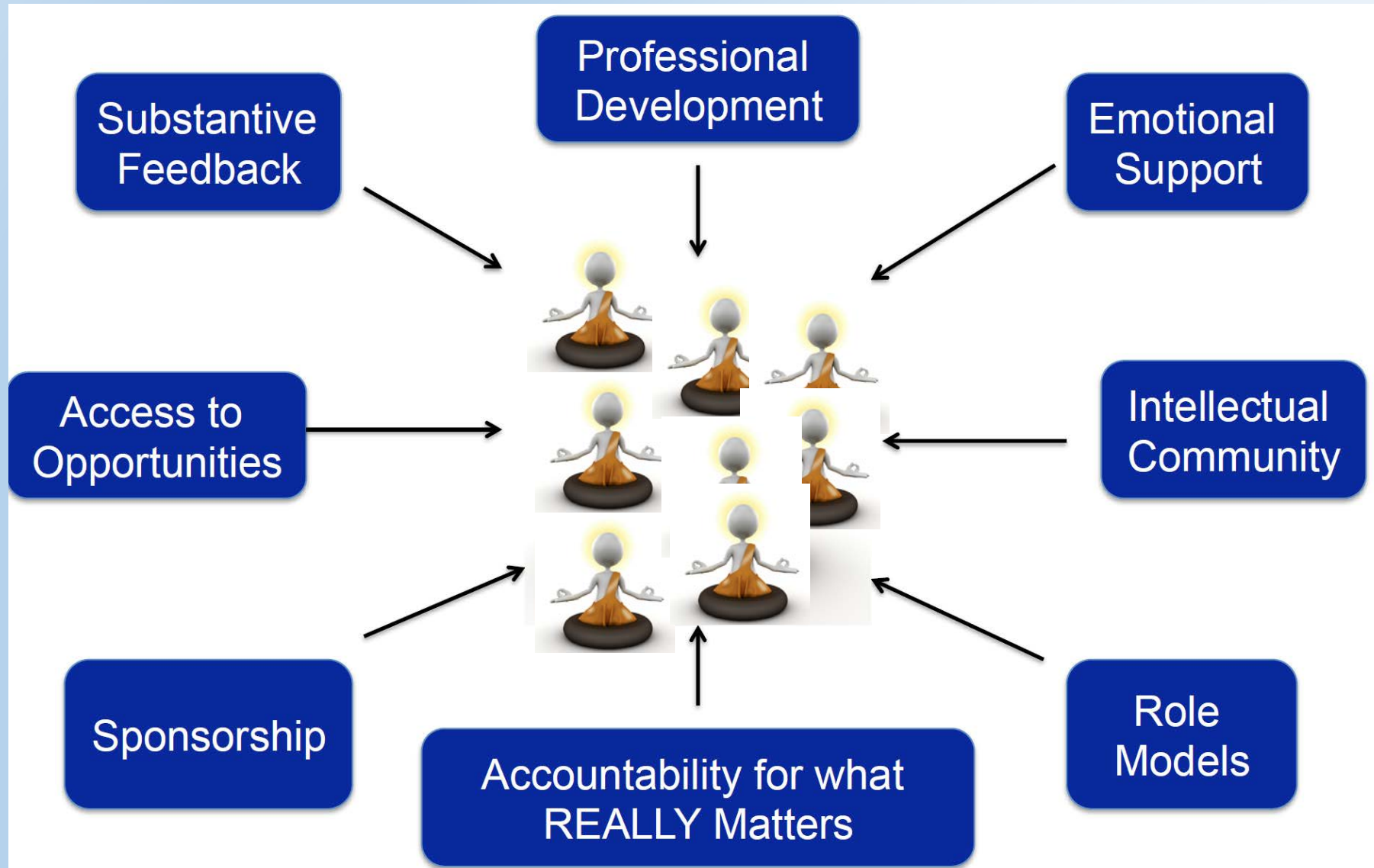
Rethinking faculty mentoring

| Conventional Wisdom | Reality |
|--|--|
| Mentoring is this magical, once in a lifetime relationship between faculty members | Every faculty member needs different kinds of mentors, friends and colleagues to ensure that their needs are met |
| Every faculty member needs different kinds of mentors, friends and colleagues to ensure that their needs are met | Mentorship is time-intensive. Too often, mentorship is invisible and not adequately rewarded |
| Tenured faculty members no longer need mentoring | Every transition requires new skills, methods of time management and support |
| What worked for mentorship in the past should suffice today | Expectations and demands today are different and greater than in the past |

Rethinking faculty mentoring



Rethinking faculty mentoring



A Venn diagram consisting of two overlapping circles. The left circle is light blue and contains text about personal resources. The right circle is dark blue and contains text about academic resources. The two circles overlap in the center.

Personal resources:

Family

Close friends

Non-academic loves

Academic resources:

Institutional programs

Mentors

Sponsors

Role models



National Center for Faculty Development & Diversity

Faculty Diversity - Mozilla Firefox

https://www.facultydiversity.org/home

Search



Most Visited Getting Started New Tab



National Center for Faculty Development & Diversity

Home

Services ▾

About Us

Become a member

Sign In

On-demand access to the mentoring, tools, and support you need to be successful in the Academy

Join NCFDD

How to Thrive in Academia

We focus on four key areas that help you achieve extraordinary writing and research productivity while maintaining a full and healthy life off campus.

1. Strategic Planning

Learn how to plan your academic year, your term, and your weekly schedule in a way that is aligned with



2. Explosive Productivity

Learn the skills and strategies that will help you to publish more research, win more grants, and manage your

Feedback

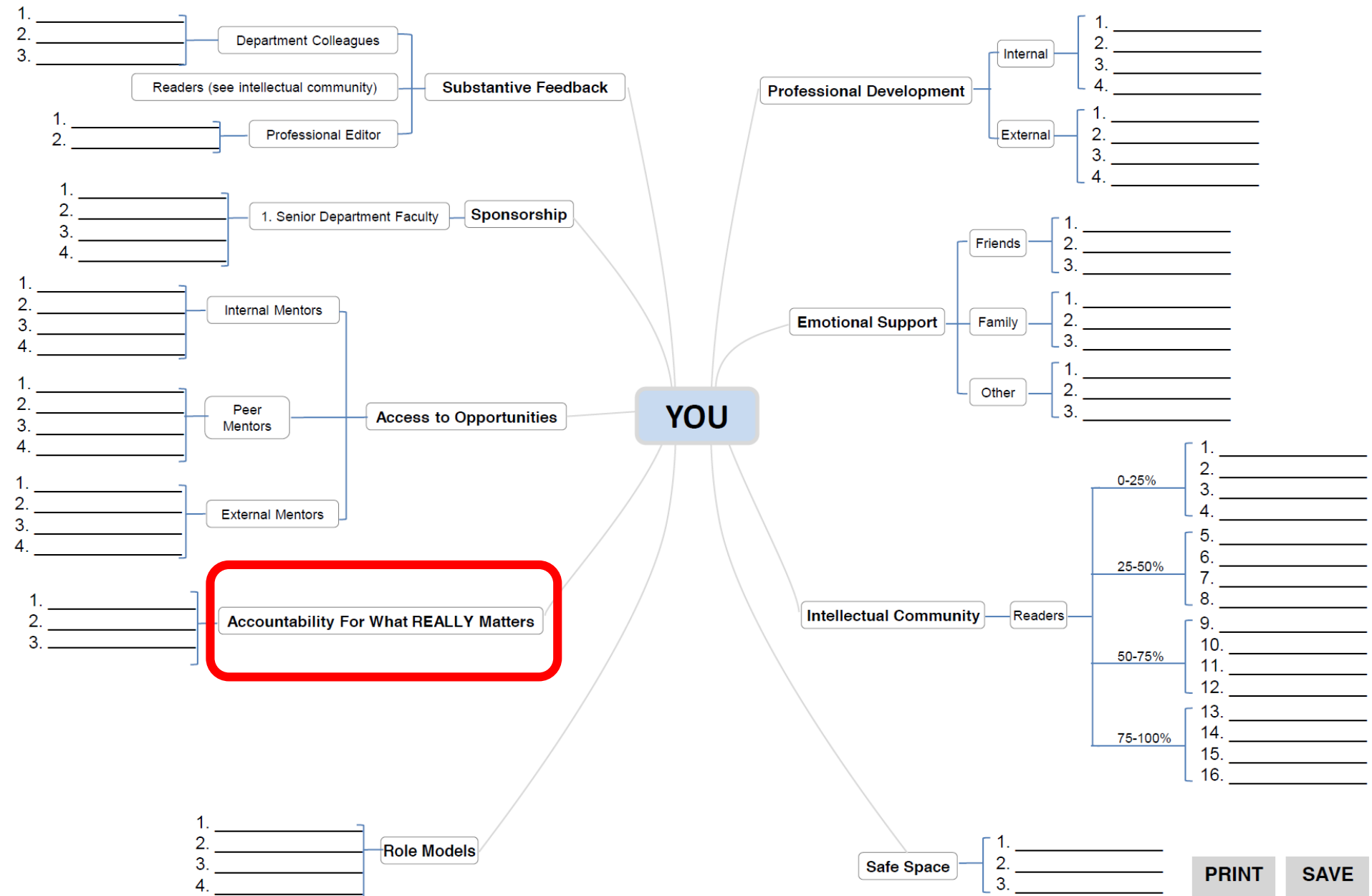
You do not have to do this alone

I am a huge believer in the NCFDD mentorship and Skill-building programs .

Because UC Davis maintains an institutional NCFDD membership, you have access to:

- The Monday Motivator
- Extensive online materials, including webinars
- Enrollment in the Faculty Success program
 - This is still pricey, so consider asking your chair or dean for assistance.

NCFDD MENTORING MAP



Accountability mismatch → accountability alignment

- In academia, the things that matter most to mid-career advancement have the least built-in accountability
- Many (most?) faculty members prioritize based on immediate accountability
 - Teaching
 - Mentoring
 - Meeting service obligations
- If 70% of your next promotion is based on scholarly productivity, but you're spending 70% of your time on teaching, mentoring and service, that's a problem.

Institutional programs (e.g. workshops, writing accountability groups, NCFDD curriculum) *and appropriate mentorship* can help you to create good accountability structures to help achieve research productivity.

Next up:

1. Small group sharing about critical mentors
2. Small group discussing– how to fill in my map?
3. Report out and general discussion

Rethink: what do I need? How do I get it?

