Lessons Learned in Summer Faculty Success Program

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When in doubt do some research...

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- 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.

https://waitbutwhy.com/
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?
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?
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.

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**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.
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