Workshop for Early Career Geoscience Faculty

Strategic Planning, Networking, and Support for the Beginning of Academic Careers

Strategic Decisions
Elements of a Successful Career And a Satisfying Life

What are the characteristics of thriving early career faculty?

Quick starters (21 out of 415)
- Published more
- Received better teaching evaluations
- Were happier than their stressed-out peers

How did they do it?
These early career faculty members
- Avoided procrastination
- Developed regular work habits
- Balanced work activities rationally
- Sought help from colleagues early

How can you be a “Quick Starter?”

Begin early, before being ready
Stop, before returns diminish
Let others do some of the work
Moderate overreaction & over attachment
Let go of negative thoughts
Wait, patiently & actively
Boice’s Advice in Practical Terms

**Mindfulness:** be aware of what you are doing and focus your attention and energy on it.
**Take advantage of short time periods:** use 15 minute periods before class or lunch to write or read.
**Manage distractions:** when you want to focus, shut your door and stay away from e-mail.
**Take a break:** get up for a stretch, or a cup of coffee with a colleague, to refresh your thoughts and get back on track.
**Talk to others:** seek advice when stuck, solicit ideas and help, but don’t gripe about your lot in life.

*Nihil Nimis (Nothing in Excess):* work, play and live at a steady pace; set realistic goals; decline graciously when needed; be compassionate with yourself.

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**Work, Life, Tenure**

Work is an integral part of your life, but only part. Treat it as such.
Tenure is part of a natural trajectory of success.
Use plans to guide you in achieving your goals.

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**Taking Charge of Your Career**

Identify some of your goals for teaching and research as you begin your faculty career.

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**Overview of the program**

Sun: Best practices
Mon: Teaching strategies
Tues: Mentoring students
Wed: Creating a strategic plan for research
Thurs: Long term planning, network

Strategic planning & setting goals are themes that run throughout the workshop.