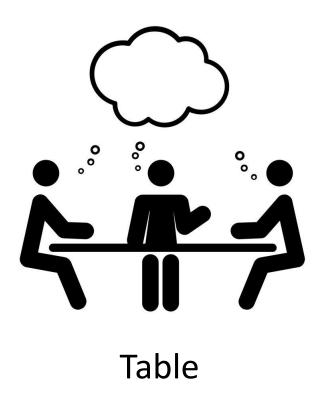
Retreating in mid-career: Addressing the challenges faced by the unhappiest faculty in the academe



Strategies for addressing challenges

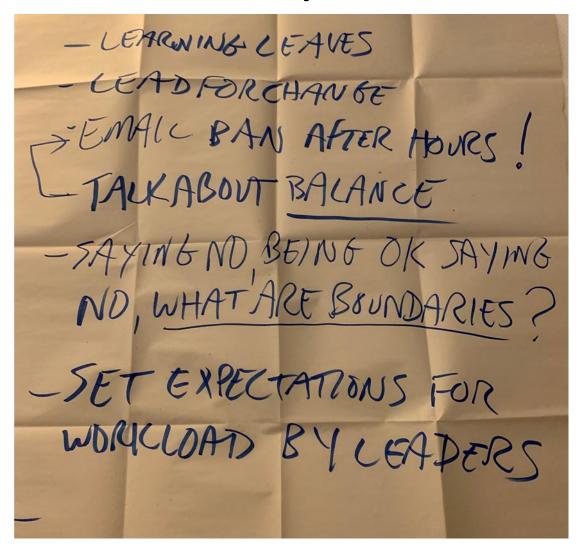


What strategies have you found to be effective?





Strategies from STLHE Session Participants



Strategies: mid-career faculty

Time to reflect

Discussion with Heads/Deans

Training & development

Positive psychology

Promising practices

Self-care



Time to reflect

- This retreat (or similar) is for:
 - Holding time open to reflect
 - Allowing you time to re-prioritize how you want to see yourself/your career moving forward
- Sabbaticals rejuvenating

» Austin (2010); Gappa et al. (2007); Baldwin (2008)

Discussion with Heads/
Deans

- Share where you are headed, how to get there
 - Develop 3-5 year professional growth plans
- Address faculty members' goals and plans in light of departmental priorities

» Baldwin (2008)

- Request resources to help stay current or explore new avenues for teaching/learning
- Recognize, encourage, reward

Training & development

- Training and development
 - Support new course development
 - Need more for mid-career faculty and Heads
 - Information on what to expect, what is expected of them, how to succeed, pitfalls to avoid, and options to pursue

» Baldwin et al. (2008)

Positive psychology

- Three good things:
 - Revolves around strengthening a person's ability to perceive and savour positive emotions
 - Just before bed write down 3 good things that happened that day and label them with one of 10 positive emotions:
 - Joy, gratitude, serenity, interest, hope, pride, amusement, inspiration, awe, and love
 - » Seligman et al. (2005)

Promising practices

Take risks ... try something new!



Self-care

- Examine how you spend your time
- Set a schedule
- Rethink course design and delivery
- Change your daily workflow turn off email, schedule in activity
- Eat, drink, sleep well
 - » Freeman & Clare (2017)

Take-home/summary

- Try different strategies find those that work for you
- Take risks!
- Self-care is important don't neglect it

