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

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Strategies for addressing challenges

What strategies have you found to be effective?

Table

Full group

Strategies from STLHE Session Participants

Strategies: mid-career faculty

Time to reflect	**Discussion with Heads/Deans**	**Training & development**
Positive psychology	**Promising practices**	**Self-care**

Strategy 1

- 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)

Strategy 2

- 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

Strategy 3

- 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)

Strategy 4

- 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)

Strategy 5

Promising practices

Take risks … try something new!

Strategy 6

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