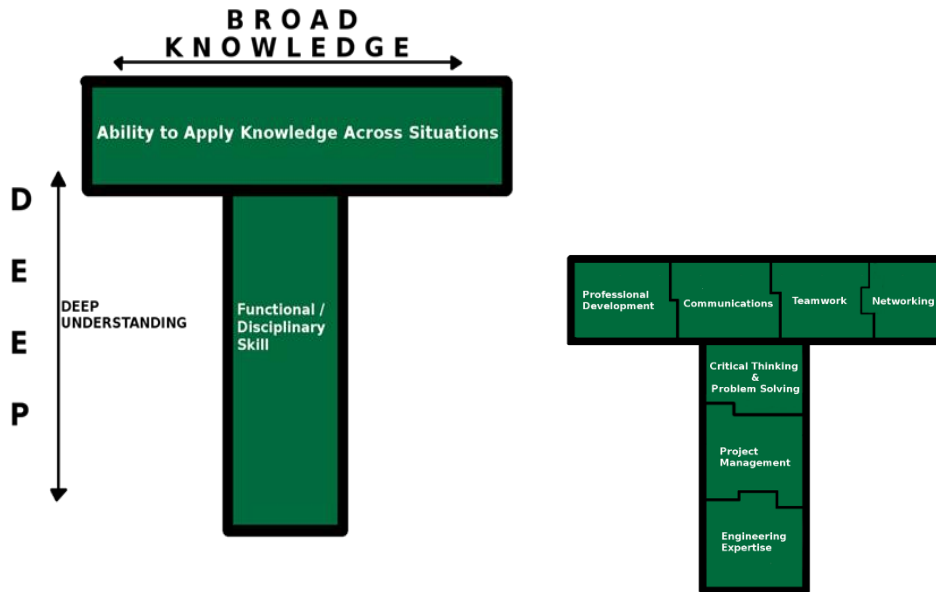


# Academic Specialist Summary Statements



## Why T-Shaped Engineering

I was introduced to the concept of the “T Professional” through the professional work of Dr. Phil Gardner. According to Gardner (2015), the most sought-after candidates for management, consulting, research, and other leadership positions are T-shaped. The vertical stem of the T is the foundation: an in-depth specialized knowledge in one or two fields. The horizontal crossbar refers to the complementary skills of communication, creativity, the ability to apply knowledge across disciplines, empathy (including the ability to see from other perspectives), and an understanding of fields outside your area of expertise (Rogers, 2016).

## Peer advice on organizing the Specialist Summary Statements

- Set Goals
- Organize yourself
- Determine college themes
- Secure Mentors
- Provide Evidence of Success
  - Student quotes
  - SIRS Forms
  - Thank you notes (students, committee members, conference presentations).
  - Letters of recommendations (students, colleagues, community networks)
  - Include awards and honors earned during the reporting process
  - Evaluations provided by unit administrator
  - Assessment results