

Making the Most of the Mid-Career as an MSU Academic

MSU Union, Ballroom

April 30, 2018

- 8:00 a.m. – 8:30 a.m. **Registration and Continental Breakfast**
- 8:30 a.m. **Welcome**
Roger Baldwin, Professor Emeritus, College of Education
- 8:30 a.m. – 8:35 a.m. **Introduction**
Ann Austin, Professor and Associate Dean for Research, College of Education; Assistant Provost for Faculty Development - Academic Career Paths, Academic Advancement Network
- 8:35 a.m. – 9:30 a.m. **Keynote**
Kiernan Mathews, Ed.D., Executive Director and Principal Investigator, Collaborative on Academic Careers in Higher Education, Harvard Graduate School of Education
- 9:30 a.m. – 9:40 a.m. **Break**
- 9:40 a.m. – 10:40 a.m. **Insights for Making the Most of the Mid-Career.**
Panel moderated by Roger Baldwin
Jim Dearing, Chairperson, Communication
Victor DiRita, Chairperson, Microbiology and Molecular Genetics
Chris Gray, Director, Veterinary Medical Center
Malea Powell, Chairperson, Writing, Rhetoric, and American Culture
Mark Urban-Lurain, Associate Director, Engineering Education Research, and Associate Professor, College of Education
Terah Venzant Chambers, Associate Professor, Educational Administration
- 10:40 a.m. – 10:50 a.m. **Break**
- 10:50 a.m. – 11:20 a.m. **Breakout Session #1** (Breakout options, locations and descriptions are listed on the back of the agenda. Each session will be offered twice.)
- 11:20 a.m. – 11:30 a.m. **Break**
- 11:30 a.m. – 12:00 p.m. **Breakout Session #2** (Breakout options, locations and descriptions are listed on the back of the agenda. Each session will be offered twice.)
- 12:00 p.m. – 12:30 p.m. **Reporting and Wrap-up**
Roger Baldwin, Professor Emeritus, College of Education

Breakout Sessions

1. Optimizing Mentoring Relationships for Mid-Career Academics

Location: Lake Ontario Room

Facilitator: Melissa McDaniels, Assistant Dean, Graduate School and Postdoctoral Office

Description: In order for mentor-mentee partnerships to be optimized, individuals need to be able to align expectations for those relationships. In this breakout session, participants will discuss some of the key “expectation gaps” they have experienced as mentors and/or mentees. Participants will leave with tools that can be utilized to both make expectations more explicit and transparent, and to help facilitate conversations around expectation gaps that exist within even the most productive relationships.

2. Leading to Facilitate Effective Mentoring of Mid-Career Academics

Location: Lake Michigan

Facilitator: Beronda Montgomery, Professor, College of Natural Science; Assistant Provost for Faculty Development – Research, Academic Advancement Network

Description: Mid-career academics are often reflecting on progress made to date and future directions and opportunities. This session provides opportunities for leaders to discuss ideas and specific means for providing effective mentoring frameworks and the cultivation of supportive environments for continued and expanded success of academics at the mid-career stage.

3. Options and Opportunities for Mid-Career Academics

Location: Ballroom

Facilitator: Ann Austin, Professor and Associate Dean for Research, College of Education; Assistant Provost for Faculty Development - Academic Career Paths, Academic Advancement Network

Panelists: Mike Chaddock, Associate Dean, Veterinary Medicine, and Meredith Gore, Associate Professor, Fisheries and Wildlife

Description: This session is designed for mid-career academics interested in considering a variety of approaches to professional growth within the mid-career period. The panel will highlight types of options and paths that mid-career academics might consider, and will address factors important to include in creating a productive and fulfilling mid-career experience.

4. Leadership Opportunities for Mid-Career Academics

Location: Lake Superior Room

Facilitators: Terry Curry, Associate Provost and Vice President, Academic Human Resources, and Cindi Leverich, Director of Leadership Development, Academic Advancement Network

Panelists: John Bell, Professor, College of Education; Kendra Spence Cheruvelil, Associate Dean, Lyman Briggs College, and Melanie Jacobs, Senior Associate Dean, MSU College of Law

Description: The mid-career is often a time for reflecting on career trajectories and many academics consider taking on either informal or formal leadership roles. To help prepare for these roles, this session will offer an overview of leadership development programs and resources both internal and external to MSU. A panel of previous program participants will reflect on their experiences and discuss how they are applying what they have learned. Attendees will have ample time to ask questions.

5. Strategies for Unit Leaders to Support the Vitality of their Mid-Career Academics

Location: Lake Erie Room

Facilitator: Juli Wade, Associate Provost for Faculty and Academic Staff Development, Academic Advancement Network

Panelists: Marilyn Amey, Chair, Educational Administration, Johannes Bauer, Chair, Media and Information, and Thomas D. Sharkey, University Distinguished Professor, Plant Research Laboratory

Description: This session is designed for department chairs, school directors, associate deans and deans. It will feature a panel discussion with current and former unit leaders, who will offer a range of ideas for creating a culture that advances the success of academics as they move through the arcs of their careers. Time will be available for Q & A.