

Hacking Your Higher Ed Career

.....Crib Notes Version.....

Dr. Linda Herlocker

While you wait.....

- List all the jobs you've ever had – like, ever! Any work for which you have ever been paid.

Discuss with 1 or 2 folks around you:

- What was your earliest memory of a career choice?
- “When I started college, I wanted to major in [what]?” and why?
- “I changed (or didn’t change) my major because [why]?”
- “My career goals changed (or didn’t) over time because [why]”
- “When I think about my college experience in terms of my career objectives, I wish I would have [.....??].”
- “... but I’m glad that I [.....??]?”

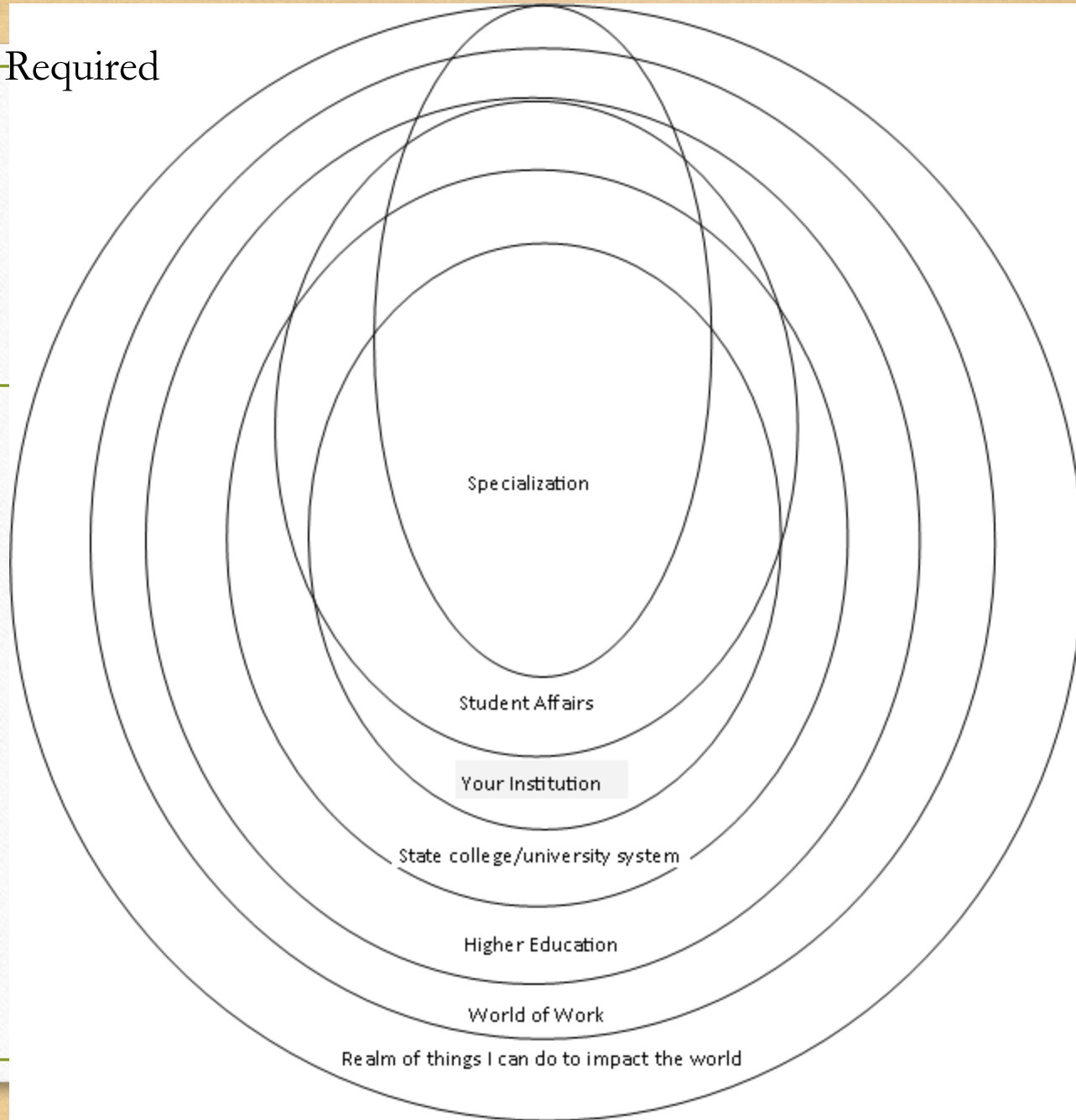
Objectives for today's session:

- Attitude adjustment toward career opportunities
- New approach to career goal-setting
- Identifying and selling your uniqueness
- Understanding professional competencies in higher ed
- Action plan

Career Zoom-out



Training or Experience Required



Job-specific training

Intradepartmental

Interdepartmental

State HE awareness

Federal HE awareness

Leadership

Pure self-awareness

Your preparedness


Personally

- Financial stability
- Support of family/friends
- Clothes, folio, PC, printer, paper, robust internet
- References lined up
- Emotional “readiness” & expectations
- Self-awareness

Professionally

- Transcripts
- Supervisor awareness & support
- Enough experience in the right places
- Enough visibility/strong reputation
- References lined up
- Professional gap analysis done
- A plan

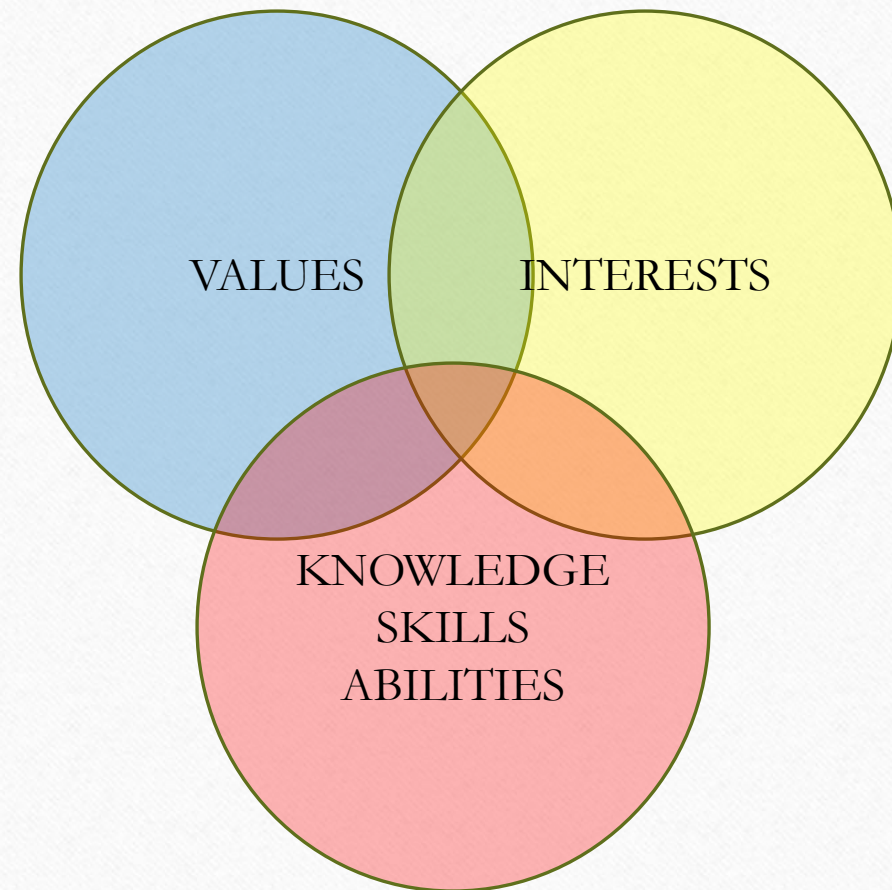
Preparedness is the key to the door between strategy and serendipity.



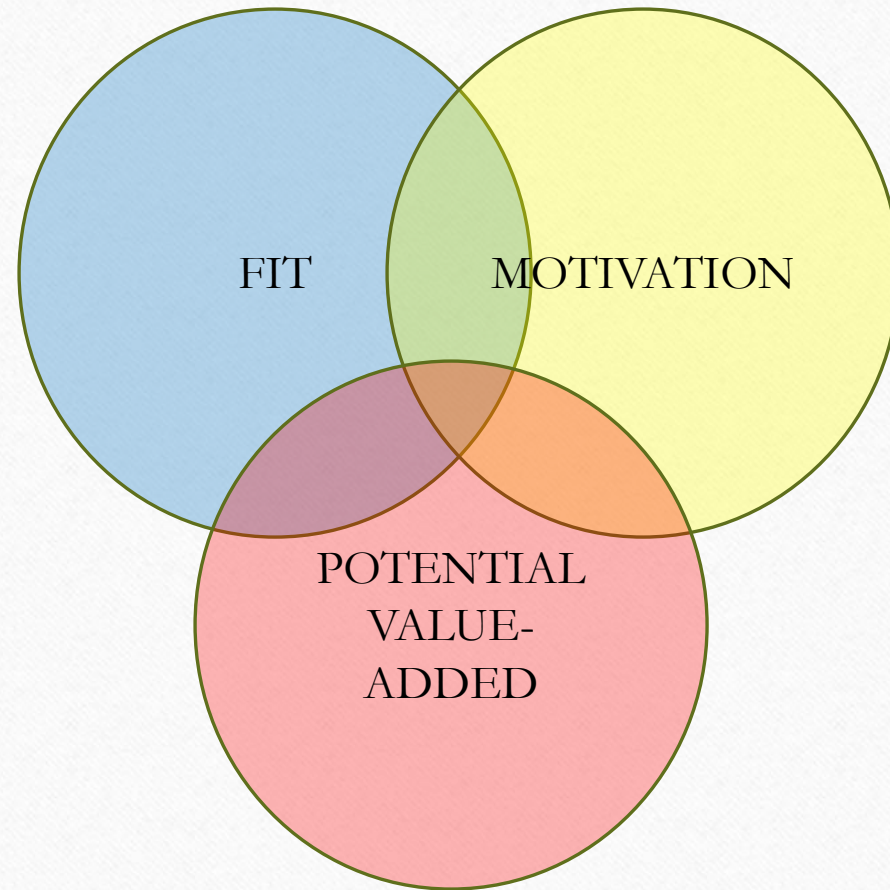
**ATTITUDE
IS
EVERYTHING**

The state of your life is nothing more than a reflection
of your state of mind - Dr. Wayne Dyer

My Career Foundation



My Marketability

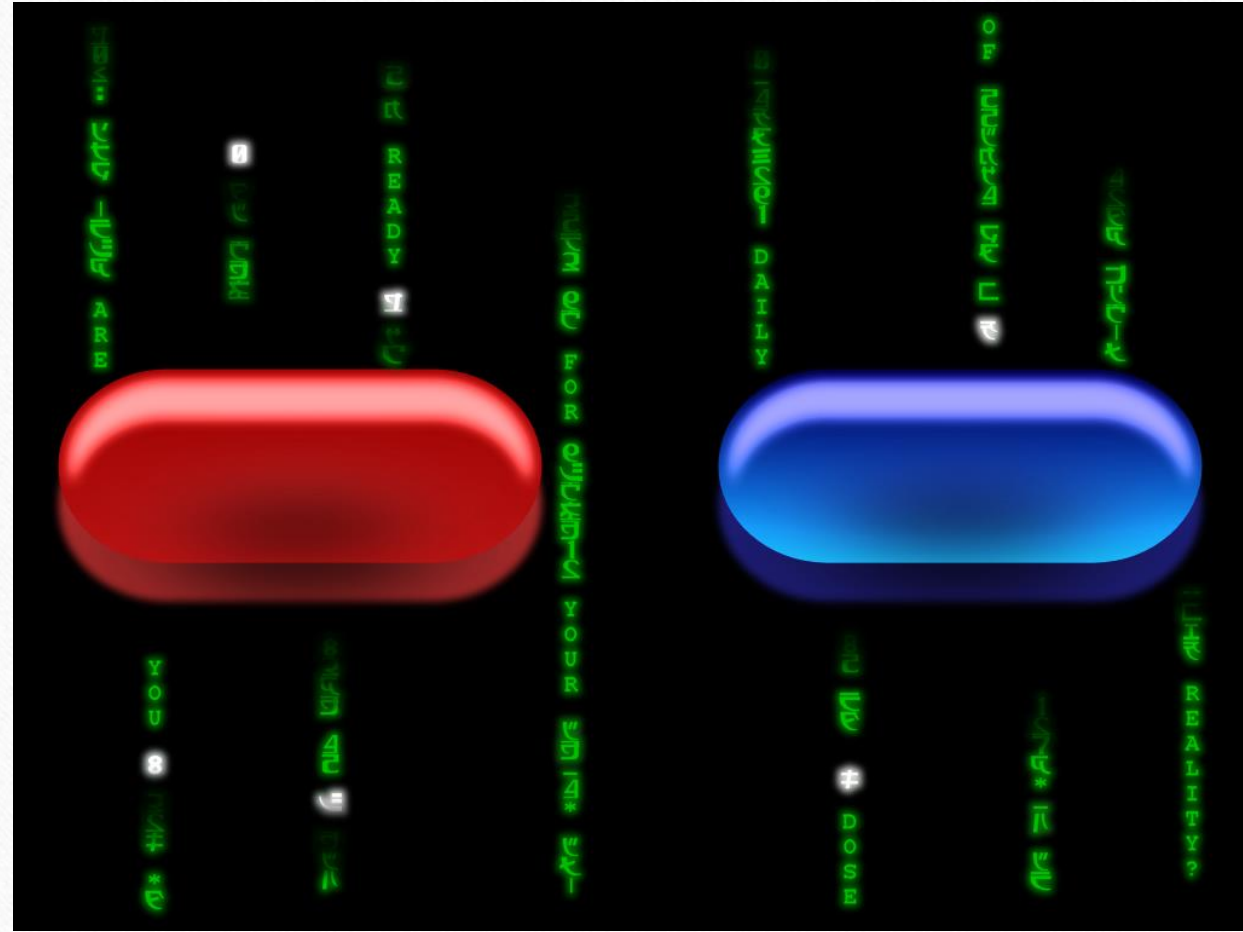


Enter “THE MATRIX” –



Career Foundation and Marketability Matrix

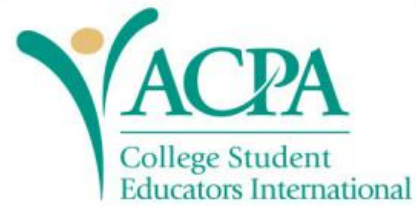
Will you want a red one or a blue one?



My KSAs: *(look to the Professional Competencies)*

Knowledge (theoretical understanding)	Skills (things I have learned to do through training/practice)	Abilities (innate talent that can be enhanced through training/practice)
•	•	
What don't I know or aren't I good at?		
•	•	

Professional Competency Areas for Student Affairs Educators



Personal and Ethical Foundations (PPF)

Values, Philosophy, and History (VPH)

Assessment, Evaluation, and Research (AER)

Law, Policy, and Governance (LPG)

Organizational and Human Resource (OHR)

Leadership (LEAD)

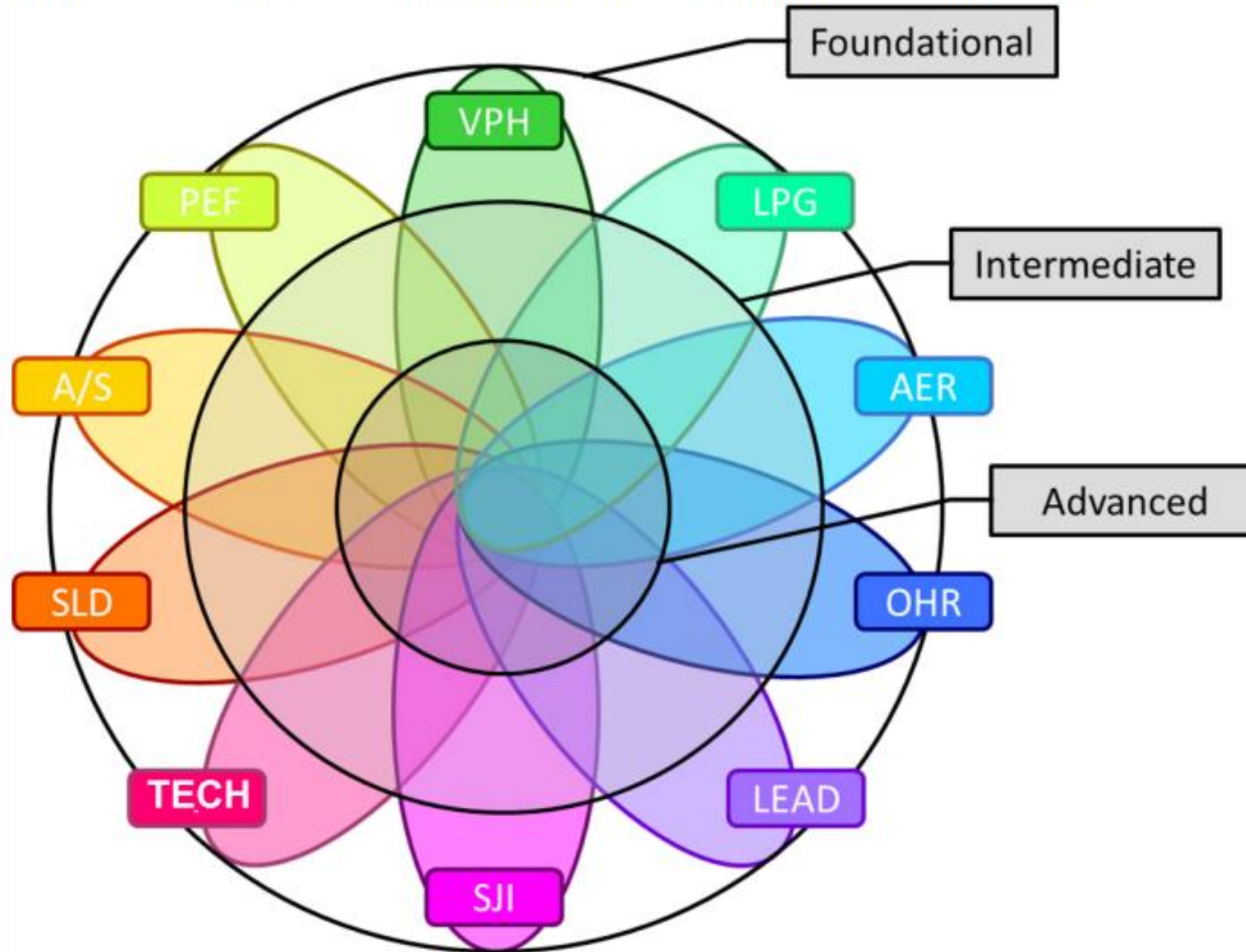
Social Justice and Inclusion (SJI)

Student Learning and Development (SLD)

Technology (TECH)

Advising and Supporting (A/S)

Figure 1. Visual Representation of the Intersection of the 10 Competency Areas



My Values:

Personal

-

Professional

-

What don't I value enough in my own life so that I make a concerted effort to seek out, invest in, or maintain them?

-

-

My interests/motivation:

(What things get me excited enough to get up in the morning and do something about?)

-
-
-
-
-

Find folks who will be honest with you to help answer the next question....
Friends, colleagues, etc.

- How do others perceive me relative to my own perception?
Are there gaps/disconnects?
- What is my reputation within my organization? My region? My industry?

My "FIT" (* = non-negotiable)

What do I look for in an institution?

What do I prefer to avoid in an institution?

•

My Value-added

What can I do for this organization that nobody else can do?

My Motivation:

What would make me want this job?

*How do you sell your
“fit” and your “value-added?”*

(Don't be generic.)

What we didn't have time to talk about

- Broader understanding of the industry
- Where and how to search for a job
- How to highlight your fit and value-added in your resume
- How to prep for a higher education interview Network interviewing
- How to take control of the interview – different formats, to include committees, open forums, student forums, luncheons and receptions

What you can do next:

- Finish “The Matrix”
- Work on self-awareness in every way you can
- Examine and heighten your personal readiness
- Study Professional Competencies and identify gaps
 - Create a plan for either filling them or addressing them
- Learn everything you can about all facets of the industry
- Elevate your professional visibility
- Talk to people in our business about their career paths
- Order your official transcripts – several copies. Open, scan, and save one copy of each; keep the rest sealed.
- Practice Skype, phone, virtual asynchronous, etc.
- ***Adjust your attitude!!!!***

Resources: (i.e. Things you ought to know about)

- NASPA Professional Competencies:
https://www.naspa.org/images/uploads/main/Professional_Competencies.pdf
- SACS Standards: <http://www.sacscoc.org/pdf/Resource%20Manual.pdf>
- Carnegie Classifications: <http://carnegieclassifications.iu.edu/>
- Heightened Cash Monitoring: <https://studentaid.ed.gov/sa/about/data-center/school/hcm>

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