

Mid-Career Faculty Experience Workshop II: What's Next? Bringing Intention to Your Career

(Offered in collaboration with Academic Impressions)

Wednesday, November 12, 2025

Upcoming Sessions (on Teams):

- Mid-Career Faculty Experience of Dealing with Burnout. Thursday, December 4, noon-1:15pm
- Mid-Career Faculty Experience of Preparation for Promotion to Full Professor. Wednesday, April 29, noon – 1:15pm

For information on upcoming Mid-Career Faculty workshops, please click on:

<https://uvmd10.drupal2.uvm.edu/dofa/mid-career-faculty-experience-mcfe-program>



Mid-Career Faculty Experience Workshop II: **What's Next? Bringing Intention to Your Career**

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Wednesday, November 12, 2025

Presenter:

- Corinne Nicolas, Head of Practice, Faculty Success, Academic Impressions

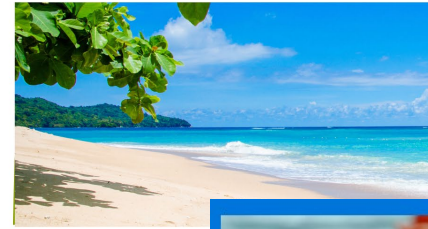
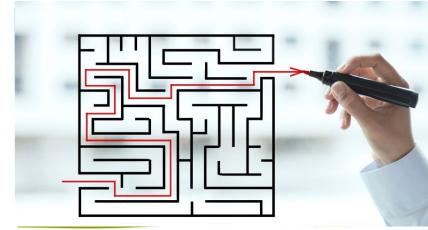
Host:

- Lisa Holmes, Associate Professor of Political Science, College of Arts and Science; Kroepsch-Maurice Provost's Fellow for Faculty Affairs

The Agenda

- The Mid-Career “Malaise”
- On The Importance Of Reflection- Your Academic Wheel Of Life
- Bringing Intention Into The Journey- Your Professional Vision
- Moving Into Action- Revising Your Wheel Of Life

The Mid-Career Stage: Expectations vs. Reality



What's Next?



*I am not sure what it really takes to get promoted.
Do I even have a chance?*

How can I pivot my research and stay on track for promotion?

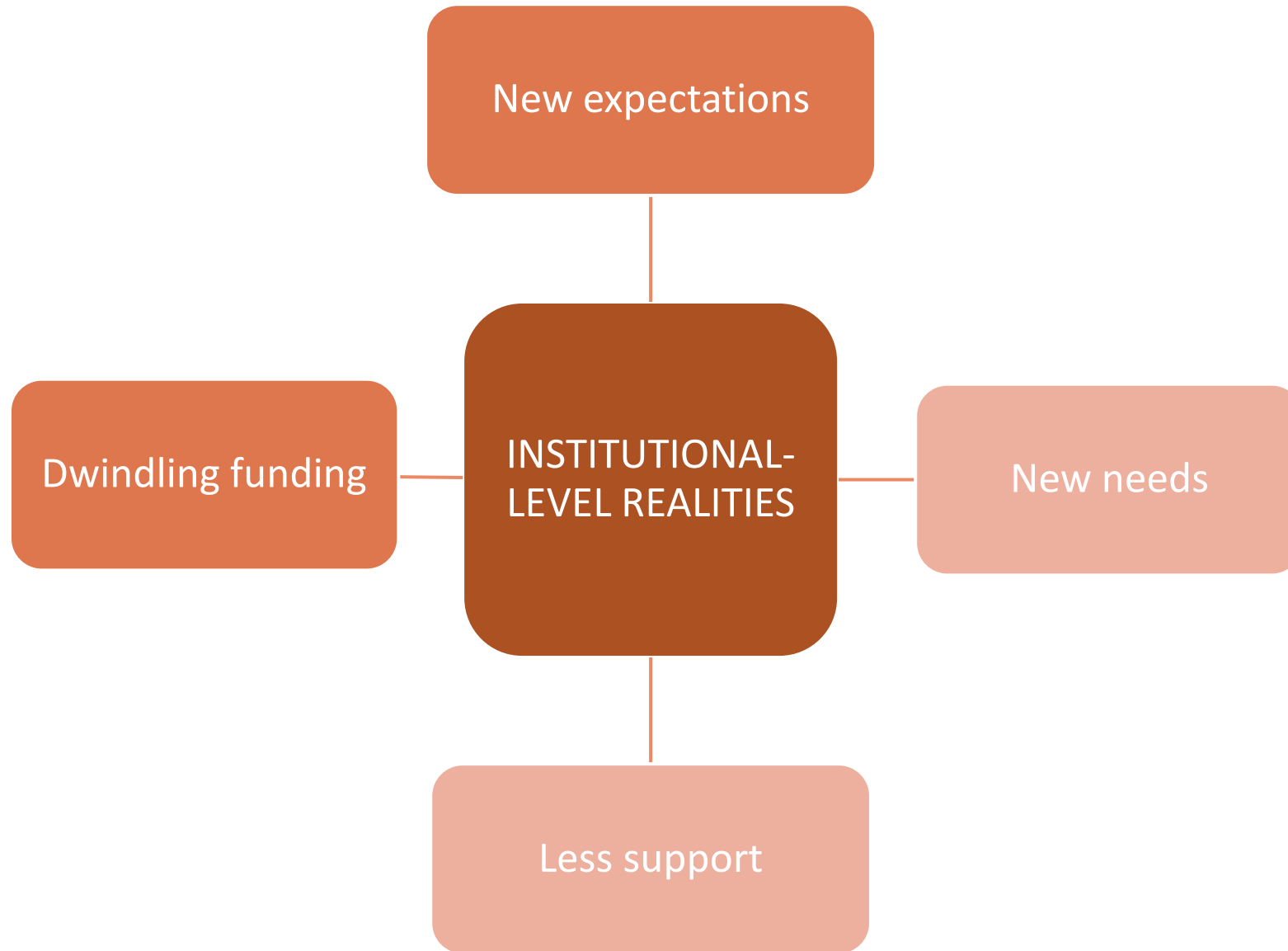
I'm often overextended and overwhelmed trying to balance service opportunities with research and mentoring.

Maybe this career isn't fundamentally for me, in which case what might be a better fit?"

The Mid-Career Malaise

- General dissatisfaction
- Decreased motivation
- Disengagement
- Lingering at associate professor rank
- Stalled research agendas
- Lack of direction







Individual-Level Realities

- You are running on empty.
- Your priorities have shifted.
- Your research interests have shifted.
- You don't want to get promoted...(yet)

Individual-Level Realities

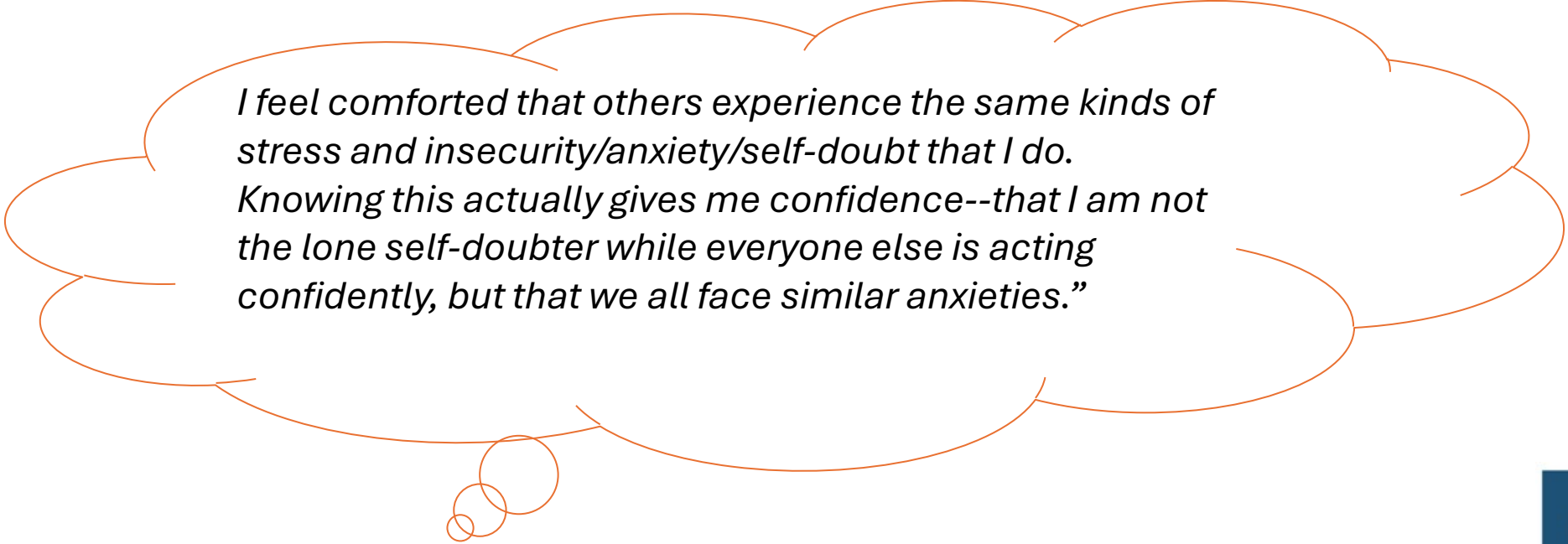
"After a lifetime of always being smart and gifted, I often feel like I should be giving 110% all the time, but I'm getting tired of overachieving. I want to figure out if I can remain true to my strengths and desires for how my career fits into my life, and not always feel like I'm mediocre or even failing those above me."

"How do I reconcile my desires to be a good scientist with my desire to be a good mom, present for her kids? What I really want is to do good science, help my students and have a fun time with my kids."

"I am proud of the research I published. But I am not passionate about it anymore. I want to do something else, and I don't know what it is yet."

"I need a break. How do I carve out a career path to match my own pace, with my own metrics of success --helping students, reasonable research output, not always chasing grants."

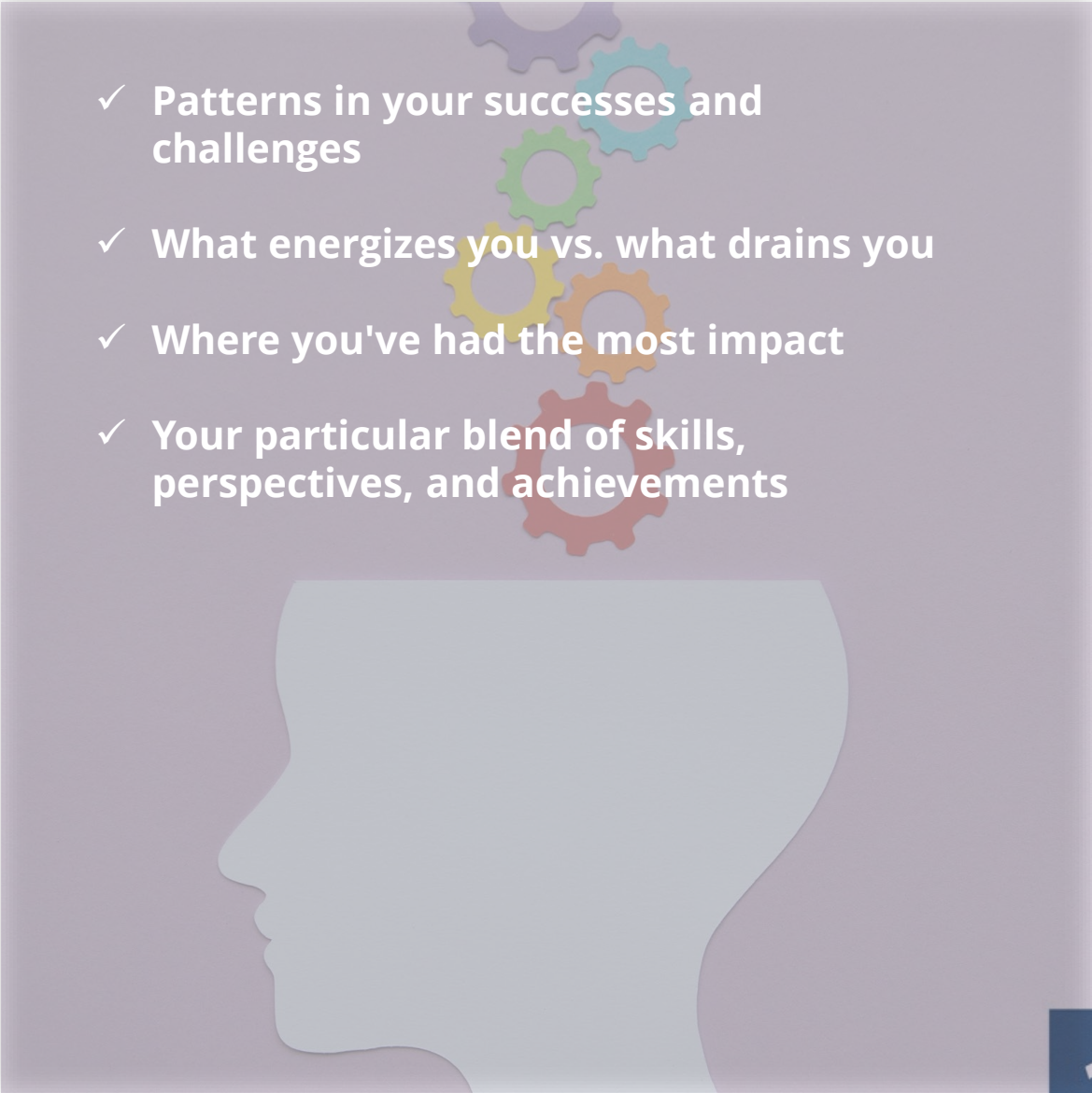
So what?



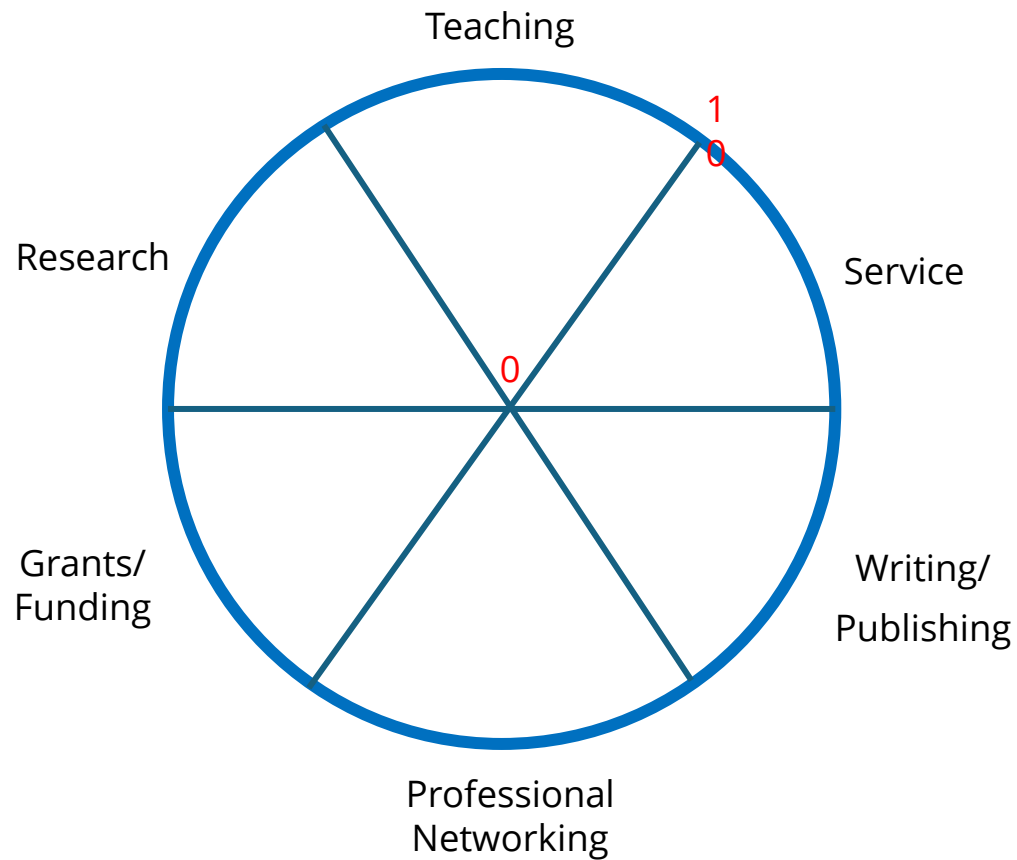
I feel comforted that others experience the same kinds of stress and insecurity/anxiety/self-doubt that I do. Knowing this actually gives me confidence--that I am not the lone self-doubter while everyone else is acting confidently, but that we all face similar anxieties."

Reflection

**REFLECTION IS FOUNDATIONAL TO
MEANINGFUL CAREER
ADVANCEMENT—IT'S WHAT
TRANSFORMS EXPERIENCE INTO
WISDOM AND RANDOM
OPPORTUNITIES INTO STRATEGIC
GROWTH.**

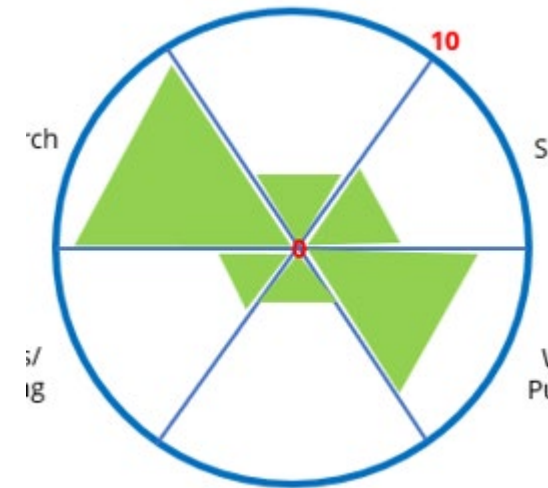
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- ✓ Patterns in your successes and challenges
 - ✓ What energizes you vs. what drains you
 - ✓ Where you've had the most impact
 - ✓ Your particular blend of skills, perspectives, and achievements

Activity

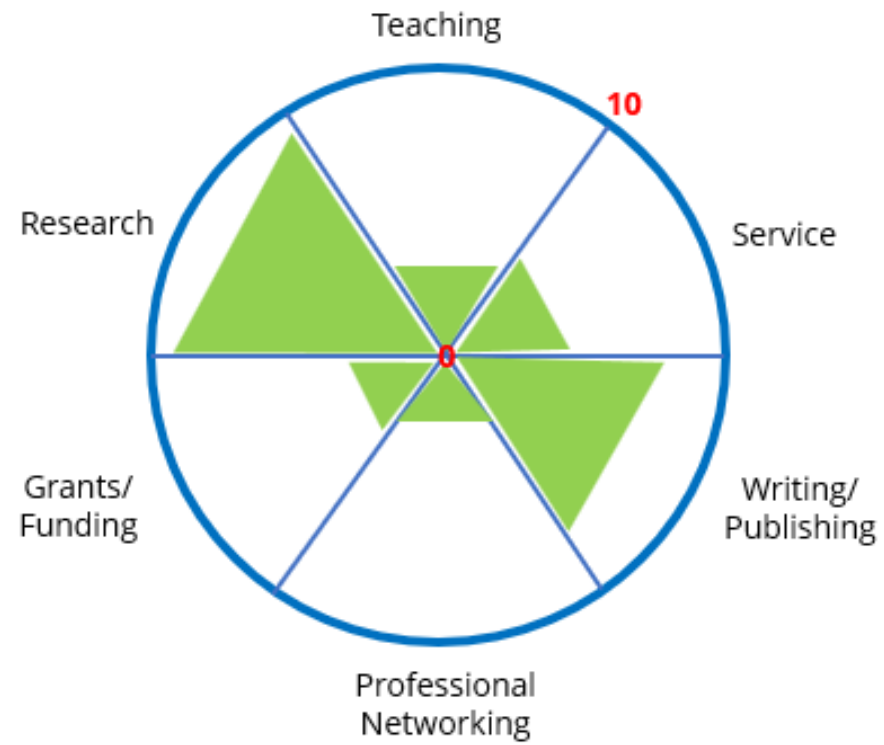


Wheel of Life

Taking the center of the wheel as 0 and the outer edge as 10, estimate the amount of time you currently spend in each area.



Bumpy



Smooth

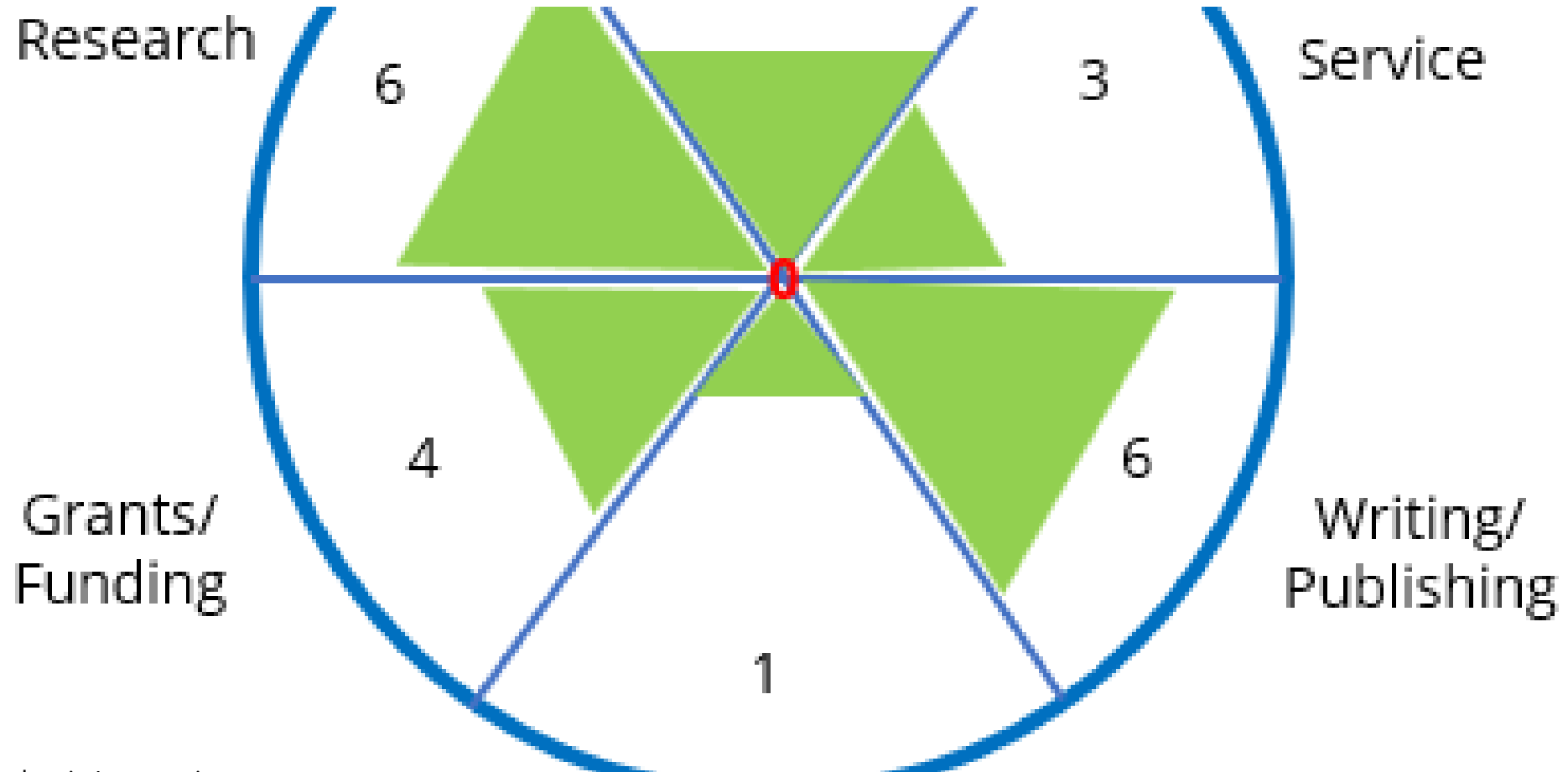


Core Values

- What's important to you in life
- What drives you
- What you enjoy
- What inspires you
- What you'd like more of

Accountability	Achievement	Adaptability	Adventure	Altruism
Ambition	Authenticity	Belonging	Caring	Collaboration
Commitment	Community	Compassion	Competence	Confidence
Connection	Contentment	Contribution	Cooperation	Courage
Creativity	Curiosity	Dignity	Environment	Efficiency
Empathy	Equality	Ethics	Excellence	Fairness
Faith	Family	Forgiveness	Freedom	Friendship
Fun	Generosity	Grace	Gratitude	Growth
Harmony	Honesty	Hope	Humility	Humor
Impact	Independence	Initiative	Integrity	Intuition
Innovation	Joy	Justice	Kindness	Knowledge
Leadership	Learning	Leisure	Love	Loyalty
Making a difference	Nature	Openness	Optimism	Order
Patience	Perseverance	Personal Fulfillment	Power	Pride
Recognition	Reliability	Resourcefulness	Respect	Responsibility
Risk-taking	Safety	Security	Self-discipline	Self-expression
Self-respect	Serenity	Service	Simplicity	Spirituality
Stewardship	Success	Teamwork	Time	Tradition
Trust	Truth	Understanding	Uniqueness	Usefulness
Vision	Vulnerability	Wealth	Well-being	Wisdom

What are some places in your work where your values and what you do are NOT aligned? What is the cost?



Identify Your Professional Vision

A concise statement that articulates the why of your career, the impact you hope to have in the world/ your world.



- Meaningful to you
- Aligned with your values
- Conveys what you are passionate about

Benefits of Professional Visions

Career evolution

**Decision-making/
Prioritization and focus**

**Required skillsets, resources
& network**

Sense of agency

Professional Persona

"I want to engage in research, publishing and teaching that advances our understanding of barriers to success for graduate students."

"I want to be satisfied with the work I am doing and know that I am doing enough, providing benefit to my colleagues and mentees, and serving as a supporter and role model."

"I want to help students appreciate and understand the role that science plays in our daily lives."

"I want to connect the people and goods to the places by making their impact more sustainable so that our societies can thrive."

"I want to advance technologies, especially in transportation, so they are more sustainable and adapted to people's needs."

Envision Your Future

1. What do you want to be known for?
2. Why do you want this?
3. How does it align with your values and who you are?
4. Who will benefit from you advancing your vision?
5. What would the cost of not advancing your vision be to you? To others?

Redesign Your Wheel of Life

- What would you like your wheel of life to look like, so that you can accomplish your vision?
- What would it take to make those changes to your wheel of life?
- What is one (1) action you can take between now and the end of the semester that would get you started making those changes?

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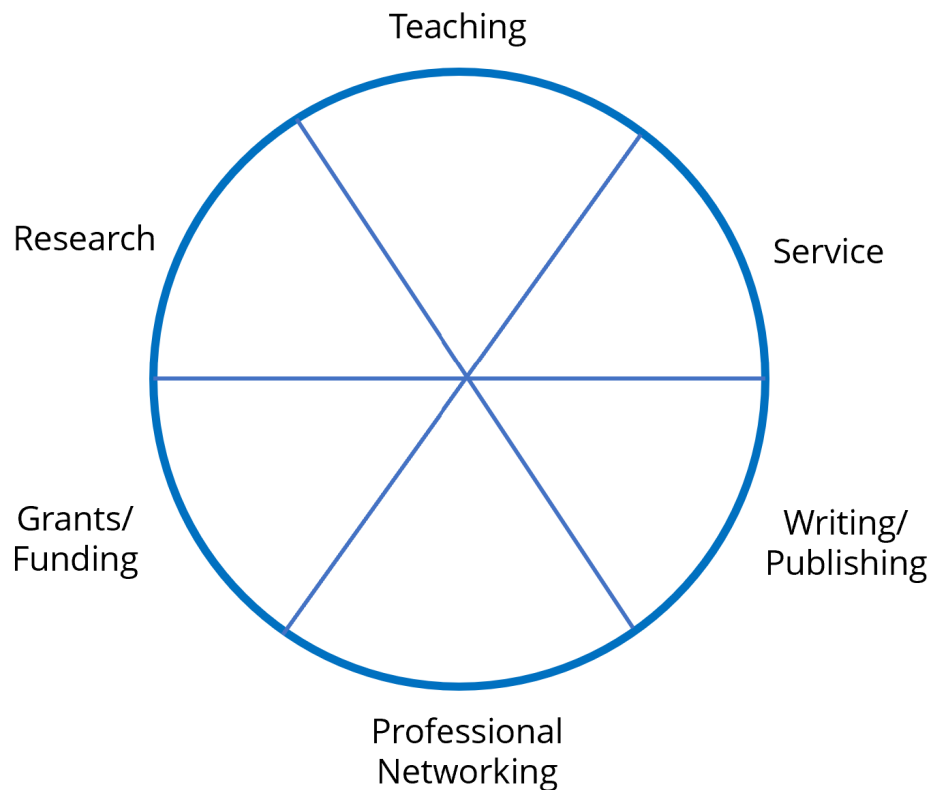
Worksheet: The Wheel of Life

Part 1: Assessment

This activity will help you identify what kind of work you're currently doing and it will help you think about what work you *want* to be doing to create an intentional career plan for yourself.

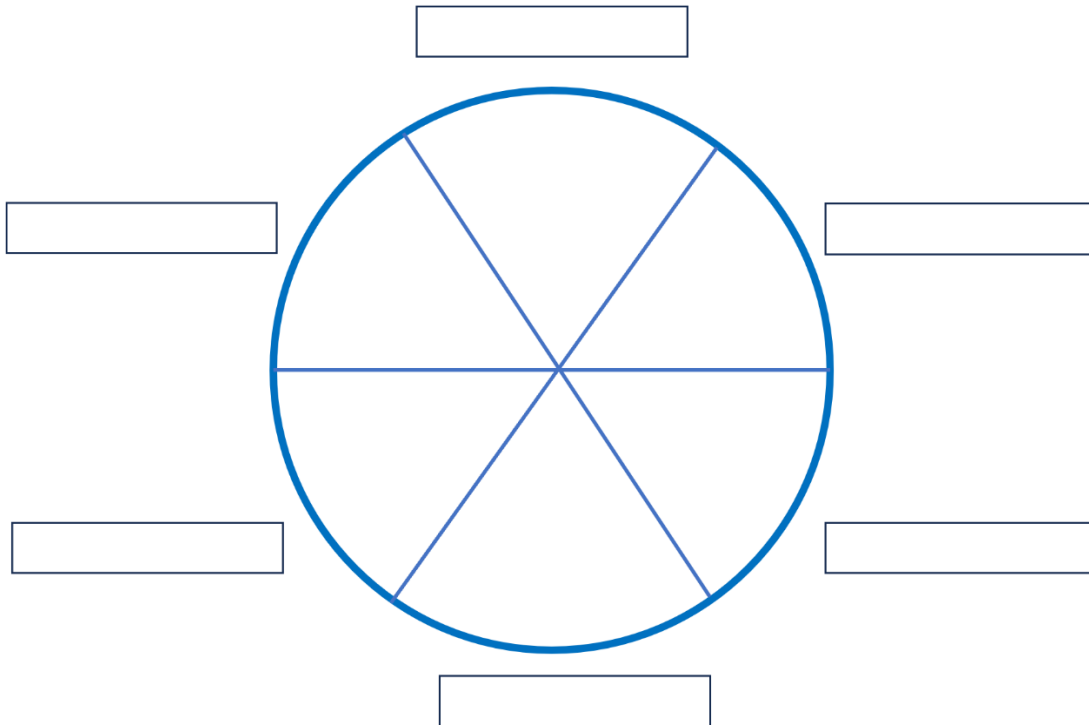
Step 1: To begin, review the sample Wheel of Life we've provided. Each segment of the pie represents a different responsibility or role you have as a faculty member. We want you to create your own Wheel of Life and use labels that are most relevant for you. You can use the same labels we've provided or you can customize them to fit your roles and responsibilities. Fill out the labels on the blank Wheel of Life below.

Sample Wheel of Life

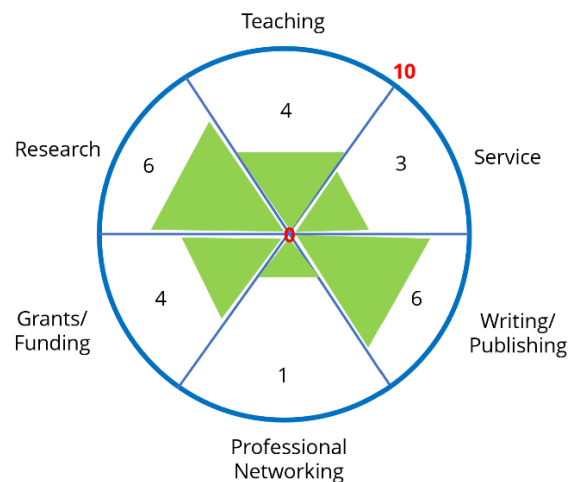


Your Wheel of Life

Enter your responsibilities and roles in the blanks below.



Step 2: Next, you're going to assess how much time you spend on each of these responsibilities. The center of the circle represents a value of "0". The outermost part of the circle represents a value of "10." Think of these numbers as a scale of 0 – 10, with 0 being "not at all" and 10 being "the most." For each category or segment, assess how much time you currently spend in each area. Using your Wheel of Life above, either write the number in the segment or shade/color in the area of the circle you think represents the value. For instance, a rating of 5 would mean half the segment is shaded. An example of a completed Wheel of Life is below.



Part 2: Reflection

After completing the Wheel of Life above, reflect on the following:

1. What do you notice?
2. How bumpy is the ride?



Worksheet: My Core Values

Your core values represent what's important to you in life. Knowing your values helps you understand what drives you, what you enjoy, what inspires you and what you'd like more of. When you build a professional life around your values, you create a life that is satisfying and meaningful.

The list below is a sample of core values. It is not an exhaustive list. We are each unique, so there will undoubtedly be words that are missing from this list, and different words that sum up your values better. Some will resonate with you, others won't. Feel free to amend or add to the words in the list below.

Instructions:

Step 1: Put a check mark next to ten (10) core values that resonate with you.

Step 2: Circle the top five (5) core values that are most important to you in your professional life.

Important Reminders:

1. There are no right or wrong answers.
2. Values change over time and deepen as you understand yourself better - they are always moving.
3. Your values can also be situational (i.e., what's true for you at work may not be true for you at home.)

- | | |
|--|--|
| <input type="checkbox"/> Accomplishment | <input type="checkbox"/> Innovation |
| <input type="checkbox"/> Accuracy | <input type="checkbox"/> Integrity |
| <input type="checkbox"/> Acknowledgement | <input type="checkbox"/> Intuition |
| <input type="checkbox"/> Adventure | <input type="checkbox"/> Joy |
| <input type="checkbox"/> Authenticity | <input type="checkbox"/> Kindness |
| <input type="checkbox"/> Balance | <input type="checkbox"/> Learning |
| <input type="checkbox"/> Beauty | <input type="checkbox"/> Listening |
| <input type="checkbox"/> Boldness | <input type="checkbox"/> Love |
| <input type="checkbox"/> Challenge | <input type="checkbox"/> Loyalty |
| <input type="checkbox"/> Collaboration | <input type="checkbox"/> Optimism |
| <input type="checkbox"/> Community | <input type="checkbox"/> Orderliness |
| <input type="checkbox"/> Compassion | <input type="checkbox"/> Participation |
| <input type="checkbox"/> Confidence | <input type="checkbox"/> Partnership |
| <input type="checkbox"/> Connectedness | <input type="checkbox"/> Passion |
| <input type="checkbox"/> Contribution | <input type="checkbox"/> Patience |
| <input type="checkbox"/> Cooperation | <input type="checkbox"/> Peace |
| <input type="checkbox"/> Courage | <input type="checkbox"/> Presence |
| <input type="checkbox"/> Creativity | <input type="checkbox"/> Productivity |
| <input type="checkbox"/> Curiosity | <input type="checkbox"/> Recognition |
| <input type="checkbox"/> Determination | <input type="checkbox"/> Respect |
| <input type="checkbox"/> Directness | <input type="checkbox"/> Resourcefulness |
| <input type="checkbox"/> Discovery | <input type="checkbox"/> Safety |
| <input type="checkbox"/> Effortlessness | <input type="checkbox"/> Self-Esteem |
| <input type="checkbox"/> Empowerment | <input type="checkbox"/> Service |
| <input type="checkbox"/> Enthusiasm | <input type="checkbox"/> Simplicity |
| <input type="checkbox"/> Environment | <input type="checkbox"/> Spaciousness |
| <input type="checkbox"/> Excellence | <input type="checkbox"/> Spirituality |
| <input type="checkbox"/> Fairness | <input type="checkbox"/> Spontaneity |
| <input type="checkbox"/> Flexibility | <input type="checkbox"/> Strength |
| <input type="checkbox"/> Focus | <input type="checkbox"/> Thankfulness |
| <input type="checkbox"/> Forgiveness | <input type="checkbox"/> Tolerance |
| <input type="checkbox"/> Freedom | <input type="checkbox"/> Tradition |
| <input type="checkbox"/> Friendship | <input type="checkbox"/> Trust |
| <input type="checkbox"/> Fun | <input type="checkbox"/> Understanding |
| <input type="checkbox"/> Generosity | <input type="checkbox"/> Unity |
| <input type="checkbox"/> Growth | <input type="checkbox"/> Vitality |
| <input type="checkbox"/> Happiness | <input type="checkbox"/> Wisdom |
| <input type="checkbox"/> Harmony | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Health | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Helpfulness | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Honesty | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Honor | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Humor | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Idealism | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Independence | <input type="checkbox"/> _____ |



Worksheet: A Vision of My Future

This worksheet will help you envision and define your career aspirations and help you think about how to create an intentional career map – one aligned with your core values.

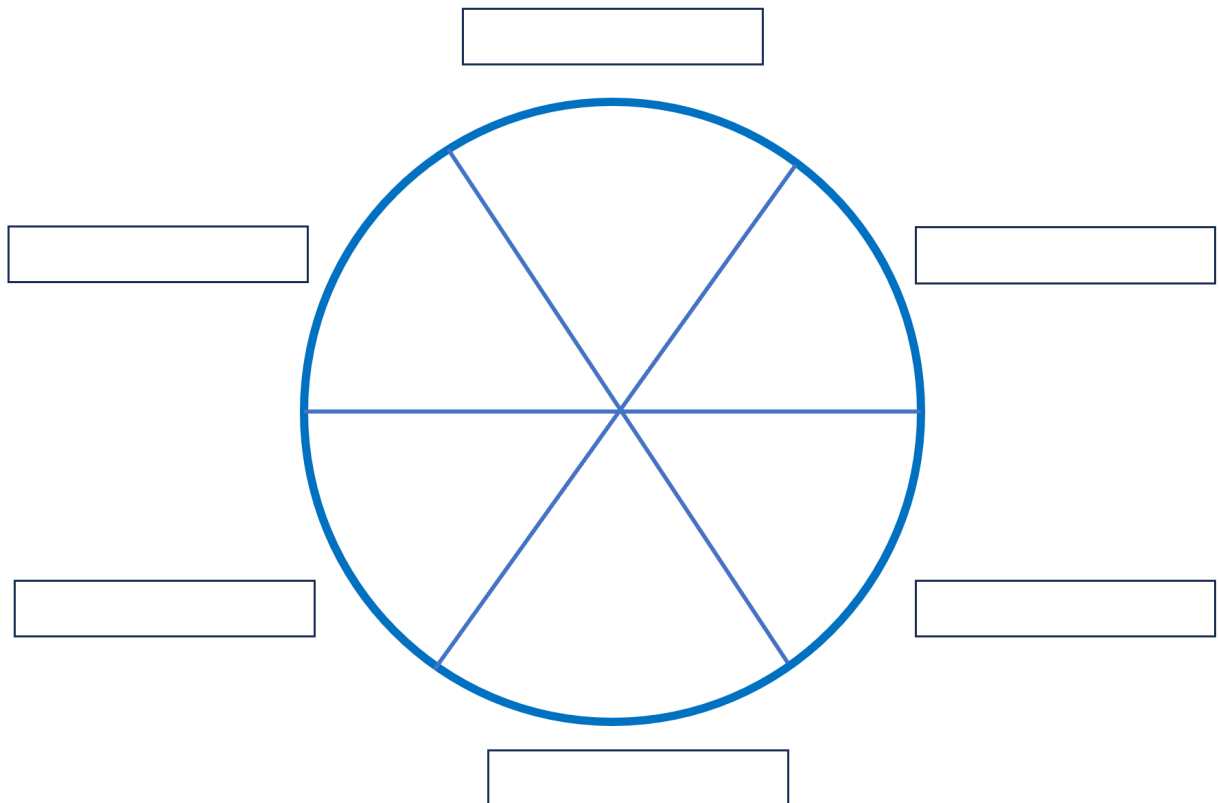
Step 1: Defining Your Impact

1. Begin by thinking about the work that you do. What difference or impact do you hope to make professionally?
2. Why is it important for you to make this impact? How would this work align with your core values?
3. What would be the cost of not making that impact to you? To others?

Step 2: Re-envisioning Your Wheel of Life

1. What would you like your Wheel of Life to look like, so that you can accomplish your vision and make the desired impact?

As a reminder, the following is guidance on how to complete the Wheel of Life. The center of the circle represents a value of "0". The outermost part of the circle represents a value of "10." Think of these numbers as a scale of 0 – 10, with 0 being "not at all" and 10 being "the most." **First enter the categories of the responsibilities and roles you SHOULD have. For each category or segment, assess how much time you SHOULD BE spending in each area in order to achieve your desired impact.** You can either write the number in the segment or you can shade/color in the area of the circle you think represents the value.



2. What would it take to make those changes to your wheel of life?

3. What is one action you can take between now and our next meeting that would get you started in making those changes?

4. What support will you need to take that first step?