Mid-Career: Stay, Change or Retire
A.J. Brush & Marie desJardins
Motivation

We’d really like you to stay in computing!

But we recognize (and have experienced ourselves) that you might need a change.


Where do people go and why?

Reasons

- Workplace experience – lack of support from manager, lack of training and development
- Lack of access to creative technical roles
- Dissatisfaction with career prospects


Feeling stuck? You are not alone.


Retention in academia remains problematic

2008 Taulbee Survey (ten years ago)
- New PhDs: 20.8% women
- New TT faculty: 23.1% women
- New teaching faculty: 24.6% women
- Current faculty:
  - Assistant – 24.3% women
  - Associate – 15.9% women
  - Full – 12.3% women
  - Teaching faculty – 26.8% women

2018 Taulbee Survey (most recent data)
- New PhDs: 19.3% women ↓ 1.5
- New TT faculty: 22.9% women ↓ 0.2
- New teaching faculty: 26.5% women ↑ 1.9
- Current faculty:
  - Assistant – 22.7% women ↓ 1.6
  - Associate – 23.2% women ↑ 7.3
  - Full – 14.9% women ↑ 2.6
  - Teaching faculty - 28.1% women ↑ 1.3

Promising progress at mid-career (Associate) level is not matched by proportional increase in senior (Full) professors
Who are you?

- We’d like to learn about you.
- Live results: http://www.polljunkie.com/poll/rfiqog/mid-career-who-are-you/view

Our Stories
Marie desJardins

- 1985: A.B. Engineering, Harvard
- 1992: Ph.D. Computer Science, Berkeley
- 1991-2001: Research Scientist, SRI
  - 1999: Terrifying decision to apply for academic positions 😿
- 2001-2018: Professor at UMBC
  - Tenured in 2007, full professor in 2011
  - 2014-2015: ACE Fellow @ WPI (plus a month in France) 😿
  - 2015-2018: Associate Dean
  - 2018-now: Simmons University: Inaugural Dean of the College of Organizational, Computational, and Information Sciences 😿
- Married since 1985, two amazing adult daughters (senior in college & 5th-year MD/PhD student)
- Like to read, sing, play piano, ski, travel, eat great food, solve crossword puzzles and logic problems

“You gain strength, courage and confidence by every experience in which you really stop to look fear in the face…. You must do the thing you think you cannot do.”

–Eleanor Roosevelt
A.J. Brush

Ph.D. in computer science from UW (2002)

Human-Computer Interaction (HCI)
(2004 – 2016)

Cortana Product Group
2016 -

Married since 1998, 2 boys (17, 15), enjoy biking, hiking, reading
The “Big” Dimensions

• **Role** – Same role? Different role?
• **Institution** – Same, same type, new type?
• **Environment/Lifestyle** – Tweak existing, change fundamentally?

Stay, Change, Leave

**Stay**
- Advance within my institution
- Find a better balance
- Have broader impact

**Change**
- Same type of institution/position
- Different type of institution in the field
- Different type of position in the field

**Leave**
- Retire
- Take a sabbatical / break
- Major career change

Options: Self reflection + small group exercise

**Step 1: Self reflection (3 min.)**
Take 3 minutes and check in with yourself

<table>
<thead>
<tr>
<th>Stay</th>
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<th>Leave</th>
</tr>
</thead>
<tbody>
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**Step 2: Turn and talk to your neighbor(s) (5 min.)**
Take 5 minutes in groups of 2 - 3
- Answer the poll
- Share your thoughts with your neighbor(s)

Audience poll:
Live poll results:
http://www.polljunkie.com/poll/gnomcg/mid-career-goal/view
Considerations
Stay – Questions

- Do you have a sponsor? (Different than mentor)
- Does your manager know you want something else?
- Does your organization have career coaching?
- Have you identified the new possibility and spoken to people with that role?
- Do you know your strengths and weaknesses, and what new skills you might need to develop to transition to a new role?

Change - Questions

- How robust is your network? Have you made connections with people at the types of institutions you’re interested in?
- Are you taking advantage of this conference?
- Is your professional profile up-to-date? (LinkedIn, etc.)
- Are there professional events in your area to attend?
- Do you have a sponsor?

Leave - Questions

• Is this a particularly stressful time in your life?
• Does your organization have support structures to take advantage of?
• Have you talked with your manager?
• Can you try a new thing while keeping doors open?
Next Step
Next Step: Self Reflection + Small group exercise

**Step 1: Self reflection (3 min.)**
Take 3 minutes and check in with yourself, what is 1 tangible next step?

**Step 2: Turn and talk to your neighbor(s) (5 min.)**
Take 5 minutes in groups of 2 - 3
- Answer the poll
- Share your next step with your neighbor(s)
- Add questions to online form

Audience link:

Live poll results:
http://www.polljunkie.com/poll/snigcf/mid-career-next-steps/view

What is CRA-WP? Individual & Group Research Mentoring

**Undergrads:** Undergraduate Research Experiences (CREU & DREU), Research-Focused Scholarship opportunities at GHC (GHC Research Scholars)

**Grad Cohort:** Group Mentoring of Graduate Students (Grad Cohort for URMD & Grad Cohort for Women)

**Grad Students & Academics/PhD Researchers:** Mentoring Tracks @ GHC, Returning Scholars @ GHC, Group Mentoring for Early & Mid Career @ CMW

2400+ students & PhDs a year

Stay in touch: https://cra.org/cra-w/, Twitter: @CRAWomen
Facebook: CRA-W, Linked-In: CRA-Women
CRA-WP Events at GHC

• Visit the CRA-WP Booth in the EXPO to learn more

• Attend another CRA-WP Session
  Building Your Professional Persona Session, 4 – 5 pm, OCCC W308D

Stay in touch: https://cra.org/cra-w/, Twitter: @CRAWomen
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Question Time