



CONFERENCE

# FROM ACADEMIC TO ADMINISTRATOR: MAPPING YOUR CAREER TRAJECTORY

November 14 - 15, 2018

Denver, CO





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*You've made the move from the academic to the administrative side of the house  
... what's next?*

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## OVERVIEW

Many are “tapped” for academic leadership responsibilities with little to no background or training, and a successful career in academic administration calls for an understanding of your strengths and how to leverage them in the best way.

This two-day workshop will help you explore and harness the skills and strengths you already have as well as chart your own path forward. Through a systematic, reflective, and outcome-focused process, you will:

- Identify key areas of professional focus for future career growth
- Identify core values and explore the connection between those values and career
- Complete the StrengthsFinder assessment to determine how your unique strengths can manifest in your career path
- Identify opportunities for achieving career milestones and set timelines for leveraging them
- Walk away with a personalized action plan and toolkit for making changes to elevate your career

## PERSONALIZED CLIFTON STRENGTHS ASSESSMENT

One of the highlights of the program is the opportunity to complete the Clifton Strengths Assessment. This tool will provide a foundation for exploring potential career paths, helping you to identify your strengths and leadership style.

## WHO WILL BENEFIT

For provosts, deans, department chairs and faculty who have identified a bench of future leaders: how do you ensure the success of your faculty as they think about transitioning to different roles? This program will provide these select faculty key considerations and practical thought exercises to help them shape the decision right for them.

Only the first 40 registrants will be allowed to participate. If you have questions about whether this program is right for you, please contact Ashley Brand - [ashley.brand@academicimpressions.com](mailto:ashley.brand@academicimpressions.com)

## LEARNING OUTCOME

After participating in this conference, you will be able to develop the tools necessary to build your future career path.

[VISIT EVENT PAGE](#)

[www.academicimpressions.com/from-academic-administrator-mapping-your-career-trajectory/](http://www.academicimpressions.com/from-academic-administrator-mapping-your-career-trajectory/)



## AGENDA

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DAY 1: WEDNESDAY, NOVEMBER 14, 2018

### Framing, Reflection, and Analysis

8:00 - 8:30 a.m.

**Registration and Continental Breakfast (included in registration fee)**

8:30 - 9:30 a.m.

**Welcome, Introductions, and Framing**

In this introductory session, the facilitator will share the program's outcomes and underlying principles. You will explore critical choice points in academic planning through a case study.

9:30 - 10:45 a.m.

**Up To Now: Reflecting on Your Past Career Path**

Your facilitator will lead you through the process of examining the successes and challenges of your academic career up to this point. By providing you with a toolkit – which can be applied in other contexts – you will clarify key strengths and weak points you've encountered to guide you through your career visioning process.

10:45 - 11:00 a.m.

**Morning Break**

11:00 - 12:15 p.m.

**The Essential Element of Core Values**

Core values act as our compass to help navigate our lives. This exercise will explore your core values and the importance of this variable in future career decisions.

12:15 - 1:30 p.m.

**Lunch (included in registration fee)**

1:30 - 2:30 p.m.

**The Clifton Strengths Assessment**

Deep understanding of your own strengths, preferences, and challenges is critical to your success. You'll learn the core principles and research behind the Clifton Strengths Assessment you completed to help you harness its power and set specific career goals that fit with who you are personally and professionally. The Clifton Strengths assessment will also provide insight to your style of leadership and the opportunities to achieve excellence in your role.

2:30 - 2:45 p.m.

**Afternoon Break**

2:45 - 4:30 p.m.

**Envision Your Success: Clarifying Your Career Path**

In this working session you will use your assessment type, your reflections, and your identified strengths and challenges to create a powerful vision for your academic career. The career mission, vision, and values statement you will develop is based on your past experiences, who you are as a person and professional, who you want to be professionally and what feeds you in your work environment. It will be the core of your career action plan.

4:30 - 5:00 p.m.

**Wrap-Up and Q&A**

5:00 - 6:00 p.m.

**Networking Reception (included in registration fee)**



## AGENDA

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DAY 2: THURSDAY, NOVEMBER 15, 2018

### Your Career Action Plan

8:00 - 8:30 a.m.

**Continental Breakfast (included in registration fee)**

8:30 - 9:00 a.m.

**Check-In and Share Reflections**

9:00 - 10:15 a.m.

**Overcoming Obstacles**

Real life has a way of derailing even the best-laid plans. Before developing your career action plan, your facilitator will lead you in a discussion of ways to anticipate, assess, and overcome potential obstacles that can prevent you from pursuing the goals you set. Through this discussion, you will develop a personalized toolkit for dealing with the unexpected challenges that will arise as you implement your career action plan.

10:15 - 10:30 a.m.

**Morning Break**

10:30 a.m. - 12:30 p.m.

**Making Commitment for Your Success [Commit to Succeed]**

The facilitator will lead you through the process of creating a specific career action plan that builds on your mission statement, your Clifton Strengths Assessment profile, and your career goals. By the end of this session, you will have a complete draft of your own academic career action plan that includes specific goals, pathways to reach them, and strategies for ensuring that you do.

12:30 - 1:30 p.m.

**Lunch (included in registration fee)**

1:30 - 3:00 p.m.

**Polishing and Personal Consultation (includes break)**

You will work with your colleagues and the facilitator to fine-tune your plan, look for possible conflicts and problems, and revise as needed. The facilitator will personally sit with you during this session to provide any feedback or answer questions you may have regarding your own unique circumstances.

3:00 - 4:00 p.m.

**Next Steps on Your Career Transition/Wrap up**

- What if you decide to stay put or transition in/out of your position and institution?
- Is this the right path for you? Making the shift to admin.



## INSTRUCTORS

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### **Mary Coussons-Read, Department Chair, University of Colorado Colorado Springs**

Coussons-Read is a Professor of Psychology and currently serves as Department Chair at the University of Colorado Colorado Springs (UCCS). She also holds an appointment as a Professor of Community and Behavioral Health in the Colorado School of Public Health. Among her many accomplishments, she is the founding principal for Strategic Mind, LLC, a consulting firm that provides strategic planning, change management, and leadership development consulting and coaching for both higher education and business organizations.

In addition to her academic career, she has extensive experience in higher education leadership and administration. She has served as Department Chair, Associate Dean, and Associate Vice Chancellor for Research at the University of Colorado Denver, and, most recently, she served as the Provost and Executive Vice Chancellor for Academic Affairs at UCCS. She received her PhD in Psychology and Neurobiology from the University of North Carolina at Chapel Hill and completed postdoctoral training in Psychiatry and Pediatrics at the University of Colorado School of Medicine.

Coussons-Read has an extensive and award-winning record in teaching, research, and service, with a special emphasis on supporting female and underrepresented faculty in academia and providing opportunities in science and research to underrepresented students. Her research program continues to be funded by the National Institutes of Health, and her primary focus is understanding the neural-immune consequences of stress during pregnancy and how these affect infant development. Coussons-Read is also a professional executive coach, focusing on conflict management and organizational communication. She is active in her profession and in the community, serving in leadership roles for the American Psychosomatic Society and the PsychoNeuroImmunology Research Society, as well as on the Board of Smart-Girl, Inc. She is currently on the Board of Directors for Goodwill Industries of Southern Colorado and recently retired as a Trustee for the Colorado Springs School.

Mary holds an appointment as a Professor of Community and Behavioral Health in the Colorado School of Public Health. In addition to her academic career, she has extensive experience in higher education leadership and administration. She has served as Department Chair, Associate Dean, and Associate Vice Chancellor for Research at the University of Colorado Denver. Most recently she served as the Provost and Executive Vice Chancellor for Academic Affairs at UCCS, and she is currently the Chair of the Psychology Department there. She received her PhD in Psychology and Neurobiology from the University of North Carolina at Chapel Hill and completed postdoctoral training in Psychiatry and Pediatrics at the University of Colorado School of Medicine. Coussons-Read has an extensive and award-winning record in teaching, research, and service, with a special emphasis on supporting female and underrepresented faculty in academia and providing opportunities in science and research to underrepresented students. Her research program continues to be funded by the National Institutes of Health and her primary focus is understanding the neural-immune consequences of stress during pregnancy and how these affect infant development. Coussons-Read is also a professional executive coach, focusing on conflict management and organizational communication. She is active in her profession and in the community, serving in leadership roles for the American Psychosomatic Society and the PsychoNeuroImmunology Research Society, and on the Board of Smart-Girl, Inc.. She is currently a member of the Board of Directors for Goodwill Industries of Southern Colorado and recently retired as a Trustee for the Colorado Springs School.

### **Therese Lask, Training & Organizational Development Specialist, Colorado State University**

Dr. Therese Lask is a Training Specialist and has worked in higher education for more than 25 years and as a consultant for the Gallup Organization for four years. As a consultant, Therese has helped organizations infuse a strengths-based philosophy to assist with building teams and helping individuals contribute their best at work. She has a bachelor's and a master's degree from Colorado State University and a Doctorate in Higher Education Leadership from the University of Northern Colorado. Therese has published numerous articles, workbooks, and a book, *Your Life as a River*, on the topic of strengths development.

Her areas of expertise include: strengths development, strategic planning, wellbeing, hope, multi-generational workforce, change, professional resilience, and career exploration.



OTHERS	VS	ACADEMIC IMPRESSIONS
Typically large annual event		<b>Intimate, workshop-style event with personalized attention</b>
Many concurrent sessions; forcing choice		<b>One focused learning track</b>
Uneven sessions and less outcome-focused, driven by an open call for proposals		<b>Needs-driven</b> and meticulously planned with practical outcomes <ul style="list-style-type: none"> <li>Action plans and next steps to use upon returning to campus</li> <li>Carefully-vetted expert instructors that are also practitioners in the field</li> </ul>
Lecture-based		<b>Learner-centric</b> and designed for interaction and collaboration
Large networking events with vendors		Small-scale opportunity to <b>truly connect with colleagues</b> in the same position at other institutions
Some slide presentations posted online after the event		<b>200+ page workbooks</b> with references, worksheets, articles, templates, exercises, and planning documents

**96%**  
of past attendees would recommend an AI conference to a colleague

**250+**  
and growing of AI member institutions (AI Pro)

**15,000+**  
higher ed professionals served

AI Conference Experiences

Academic Impressions provides valuable exploration of timely and pragmatic challenges to higher education institutions. The combination of impassioned subject matter experts as presenters and means of engaging conference attendees was potent.

- C. Tennent, Associate VP of Facilities Management, University of Saskatchewan

This conference was the complete package: relevant topics, philosophical and practical applications, fantastic speakers, fantastic location. One of the BEST conferences I've ever attended. It is what a conference should be! Full of collaboration, networking and solutions.

- M. Lowe, Associate Professor and General Reference Librarian University of Louisiana at Monroe



## LOCATION

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November 14 - 15, 2018 :: Denver, CO

### HOTEL:

Crowne Plaza Denver  
1450 Glenarm Place  
Denver, CO 80202  
303.573.1450

**Room Rate:** \$179 + tax

**Room Block Dates:** The nights of November 13 and 14, 2018.

**Rate Available Until:** October 14, 2018.

**Reserve Your Room:** Please call 303.573.1450 and indicate that you are with the Academic Impressions group to receive the group rate. Please book early - rooms are limited and subject to availability.