



Moving into Your Role as a New Professional

Jeremy DiGorio | Lucy Fort | Brittany Maffett | Kim McAloney

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#CSAM14 Series

The Speakers



Jeremy DiGorio

Assistant Director of
Leadership Development
Rollins College



Lucy Fort

Assistant Director of
Educational Programs
NASPA



Brittany Maffett

Assistant Area Director
University of Miami



Kim McAloney

Coordinator of Academic
Engagement
Oregon State University

Agenda

Confessions

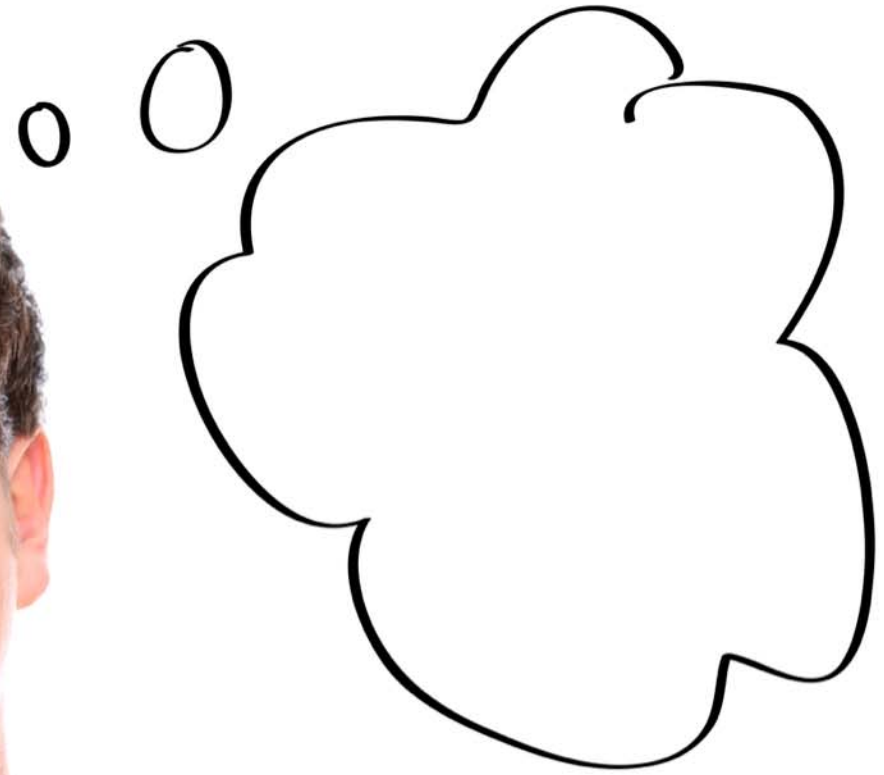
- Our stories
- What we wish we had known

Tips

- Know what you want
- New position!
- Supervision
- Continuing education
- ...but when do I leave?

Hard Earned Lessons

- Balance
- Professional development plan
- Being involved



CONFESSIONS

of a student affairs professional.



Our stories

How did you get to where you are today? How did you get your first position?

What were you looking for in your search?

What motivated you to accept your current position?

What we wish we had known

Kim says...

- So much of our work is relationships. Those take time to develop.
- Be brave enough to ask questions.

Brittany says...

- Your whole job won't begin the first day! Take down time in the beginning to get adjusted and learn.
- Ask the right questions about institutional culture. A job description will tell you a lot about a job, but learning about institutional culture will tell you more about the job in context.

Lucy says...

- It's okay to mess up! The first year can be one of the hardest years.
- Speak up - even if you're the new person. They hired you for a reason.

Jeremy says...

- People leave jobs. Make sure to accept a job for the institution, and not solely the people already working there.
- Transition is one of the major constants within higher education.





TIPS

to dominate the job before your first day.

Know what you want

- Consider your prior experiences: grad school, internships, former jobs
- Institution type and culture
- Department culture and structure
- Position responsibilities and opportunities for development or advancement
- Professional development and continuing education opportunities
- Lifestyle considerations, especially for live on positions
- Salary and benefits
- Overall sense of fulfillment and satisfaction
- Create a list and stay organized!

You have a new position. Now what?

- Listen, Observe, and Ask Questions
- Develop a deep understanding of culture, philosophy, and policies
- Find your campus confidant
- Be confident
- Patience (to a certain extent) is key the first few months
- Building relationships-Personal, professional, across campus, and within the community.
- Focus on your wellbeing!



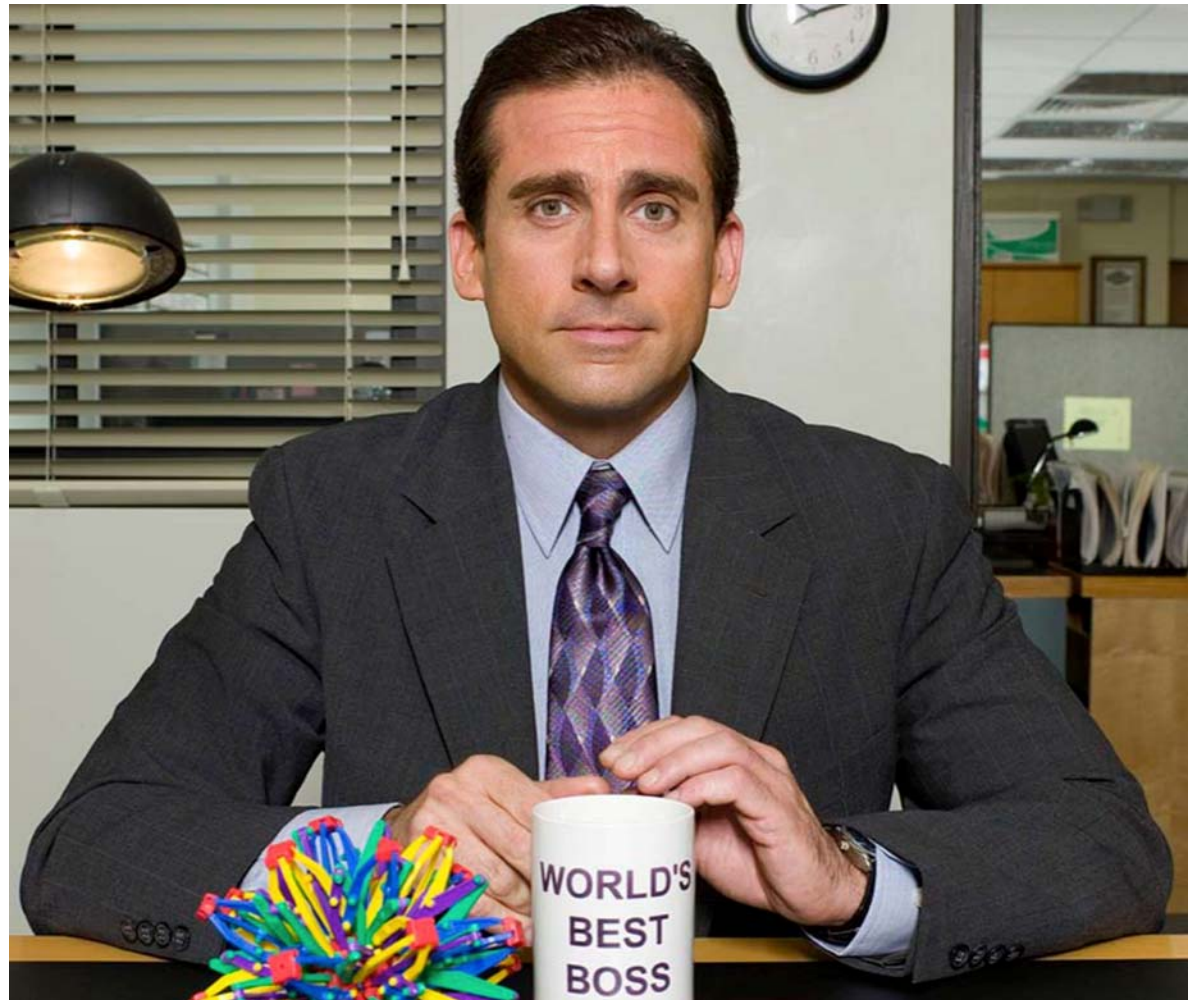
Now you're a supervisor. How?

- Onboard effectively
- Clearly communicate leadership and supervision style
- Set clear expectations early on (from both supervisor and supervisee) and revisit often
- Provide both personal and professional development
- Challenge AND support
- Assess skills and modify opportunities based on individual's strengths and areas of growth
- Make time for closure at the end of the term.

**Help Employees be Engaged,
Enabled, and Energized!**

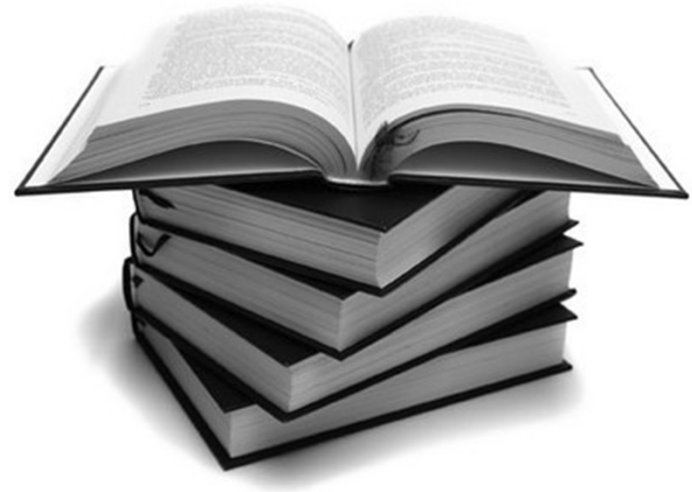
Being supervised

- Clearly communicate leadership and supervision style
- Professional Values
 - What do you need from a supervisor?
 - What if you are not getting what you need?



Continuing your education

- Certificates, Second Masters, Ph.D./Ed.D
- Time commitment
- Funding- many schools help you
- Weigh the pros and cons
- Advancement in the field
- More options
- Higher salary



....But when do I transition? How?

- Don't wait until you are unhappy
- Second job really starts to define who you are as a professional
- Never perfect timing or length at job
- Look for job growth and potential
- Think about less obvious benefits
- Beware the dangers of comparison





Hard Earned Lessons

because every good job has its challenges.

Does this balance thing exist?

- Delegate and accept help
- Protect your private time
- Plan fun and relaxation
- Don't over-commit/ commit to less
- Be efficient with your time at work
- Get involved in something outside campus and work!
- 5 Components of Well-Being
 - Career, Social, Financial, Physical, and Community



Make a plan

Identify professional interests and areas of improvement

Job skills

Knowledge

Abilities

Relationships

Plan your development over time

Immediate needs

Short-term goals

Long-term goals

Big picture

Decide the method

Conferences, institutes, symposiums

Articles, publications, newsletters

DIY development

On campus seminars and workshops

Mentoring and relationship building

Continuing education

Determine institutional support

Resource- time and costs

Supervisors/Mentors

Professional development on campus- Student Affairs and HR

Collateral experiences

Get involved!

➤ Why you should be involved?

- Networking! All about who you know, not always what you know
- Professional growth and development – taking our own SA advice

➤ Ways you to get involved

- Presenting at conferences and campus opportunities
- Association involvement (state level, regionally, nationally)
- Volunteer for opportunities
- Engagement on list-serves



Final words of wisdom

Lucy

- It takes a year to learn a job, a year to do it, and a year to make it better. Patience.
- Learn what motivates you.

Jeremy

- It's hard to make friends after college. And that's okay...It's not you!
- Busy is what you make of it. Take time for things that matter.

Brittany

- Watch out for Debbie Downers and people that are over it. They can drain you into not liking your job.
- Don't lose your edge! Be the person your boss was excited to hire.

Kim

- New roles are great times to reinvent yourself.
- Make time for you. How you begin can be the expectation. If you work 60 hours a week when you begin, the expectation will be you'll maintain that throughout your time.



Questions?

We've got answers!

Contact us!

Lucy Fort – lfort@naspa.org

Jeremy DiGorio- JDiGorio@rollins.edu

Brittany Maffett - b.maffett@miami.edu

Kim McAloney- kim.mcaloney@oregonstate.edu