The 3 P’s of Professional Development

IS 400: Professional Development and Portfolio Design – Fall 2018
Week 4: Leadership, Career Goals, and Future Activities
What is professional development?
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Improvement of *skills* and expansion of *capacity* in areas that directly impact your *performance* on the job.

Grad school is professional development!
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Why do we do it (even after grad school)?

• Your current job may *explicitly* require it
• Your current job may *implicitly* require it
• You may require it of *yourself*
• The *job market* may require it of you
What are the 3 P’s?

• They stand for Projects, Presentations, and Publications
• Framework for the MIAS program’s annual review process
• A strategy for approaching your professional goals and activities (short-term and long-term)
• The order is representative, but not restrictive, or prescriptive (you don’t have to do it this way, although many people do)
  • Do a project
  • Present (about) it somewhere
  • Write it up for publication
- Presenting to funders or your board of directors
- Departmental stats for annual report
- Collaborating with another institution
- Lightning talk at conference
- Tweeting on your personal account
- Post on your organization’s blog
- Organizing/hosting a conference
- Peer-reviewed journal article
- Writing a grant proposal
- Poster session at conference
- Project updates at weekly dept. meetings
- Brainstorming new ideas with colleagues
- Memos or internal project status reports
- Presentations of projects
- Publications
Assembling a conference panel

• CFP goes out
• Recruit participants
• Draft your proposal
  • Session title
  • Abstract
  • Short description/program text
  • Audience, learning objectives (for workshops), format
• Assemble pieces from participants
  • Abstracts of their talks
  • Bios, photos, contact info, etc.
  • Additional material (e.g., SCMS asks for selected bibliography)
• Submit and wait!
None of the 3 P’s stands for “Phony”

- Imposter syndrome is a thing
- No one feels ready for this, believe me
- Understanding the hiring process and the job market is crucial!
- “Men are confident about their ability at 60%, but women don’t feel confident until they’ve checked off each item on the list.” (Clark, 2014)
How to see through the Matrix!

• Serve on hiring committees, attend job talks and colloquia, etc.
• Start collecting job posts (You will need at least one for class on 11/7)
• Start reading and saving CFPs of interest (even if they’re untimely)
• Start looking at journals’ Guidelines for Authors (not just the articles)
• Reflect actively on: what is interesting to you, where the work you’re doing (or thinking about) fits into the broader field, who else is around, what aspects connect to other/broader audiences, etc.
• Track others’ work from project → presentation → paper
• Think about your work as not being finished until it’s shared!
Scrapbook, vision board, wish list, road map, IDP...
Visions, plans, and goals

• Vision (what do we want or need to do, and why?)
  • Broad, lofty
  • “Build TT820.B43 into a profitable, internationally-known knitwear design brand”

• Plans (what are we doing to achieve this vision?)
  • Strategic, focused; might have multiple components/angles
  • “Create a cohesive, visually distinctive look and feel for all TT820.B43 publications and products; Grow partnerships with vendors and publishers; Build greater efficiencies into all design, prototyping, testing, editing, and technical support processes”

• Goals (how are we going about it? how will we know when we’ve done it?)
  • “Hire graphic designer; Re-format previously published patterns; Launch new site...”
SMART goals

- **Specific**
- **Measurable/Meaningful**
- **Actionable**
- **Realistic**
- **Timely**

**Quick practice:** Turn these into one or more SMART goals
- “Get involved with professional activities”
- “Learn to code”
- “Publish more”
Career planning & IDP examples


What do I want from you?

• Use a template
• Or don’t!
• Think short (1 year), medium (3 year), and long-term (5-year)
• Balance strategic/tactical – with weight bending toward strategic
• Considering multiple paths/options? Explore those
• This can be a tool for negotiation (especially if you research $$ part)
Next week:

• Digital portfolios! Post your examples on CCLE.
• We will be building examples in class. Bring your laptops or check one out for the day from CLICC
• If you already have one, congrats and well done! I will have a separate task for you. 😊