

# **BUTLER CENTER ASSISTANT PROFESSOR SYMPOSIA**

## **Part 2: WORKING WELL**

**Tuesday, September 24**

### **NEERA JAIN**

- Define your own priorities and make decisions consistent with those priorities.
- Drown out the noise: don't let the success of your colleagues distract or discourage you.
- Hire help when/where you can: you're going to be too busy to do it all, so outsource tasks that can be done by others.
- If you're a parent—acknowledge and accept that the constraints on your life are different than those of your peers without similar responsibilities.
- There is no one way to be successful as an academic; working well means knowing what \*you\* need to be successful, and structuring your work and life around that.

### **VALERIE KNOPIK**

- Find a stress management/reduction strategy that works for you and commit to it daily.
- Comparison is the thief of joy. Personal affirmations and practicing gratitude can be helpful.
- Find your supports/people and actually engage with them.
- Nutrition and sleep, need I say more? You are worth it.

### **CHENELL LOUDERMILL**

- Identify what feeds your heart, mind, body and spirit
- Growth is working well. You can measure your success by your personal and/or professional growth.
- Comparison is the thief of joy. There are many others who are going to compare your work to your peers, try not to let that be something that you do if that increase your anxiety and steals your joy. Set goals for yourself and only compare yourself to the previous version of you.
- Master the art of releasing negative feeling or anxiety regarding things you cannot change. Instead focus on what you *can* do to have a positive impact on yourself, someone or something else and do that.

## **LAURA MONTENOVO**

- When overwhelmed, take time for yourself. You will be a lot more productive and refreshed when you get back to it.
- Spend time planning your tasks.
- Networking can be stressful and expensive (i.e. conferences). Still, do it actively.
- Do not compare yourself to others. Be kind, and focus on YOUR own improvement. Cherish the small steps and what progress means to you.
- Negative chitchats are often not conducive to success and growth.
- Hardships are opportunities for self-improvement.
- No big achievements come without hard work.
- Trust the process with some patience.

## **LAURA MURRAY-KOLB**

- Consider your academic lifestyle vs. career
- Be clear on/unapologetic about your non-negotiables
- Don't underestimate the power of a break
- Our ability to optimally contribute to our respective fields of discipline is dependent on us having sanity and joy (which are achievable)

## **LISA SNODGRASS**

- Be strategic:
  - add wellness goals to your tenure & promotion strategy
  - hold a weekly planning meeting with yourself and block out reflection, rejuvenation, and relaxation times – these should be non-negotiable
- Be mindful:
  - know when you are most productive and work during those time. Rest & rejuvenate during your least productive times
  - listen to your mind and body – when you're overwhelmed, take time to focus on the key goals and minimize those things that don't move you forward
- Be compassionate :
  - Give yourself grace
  - Invest in your wellness just as you are investing in your P & T