

Getting to the Next Level

Stephanie G. Adams, Ph.D.
Associate Dean for
Undergraduate Studies
Virginia Commonwealth University



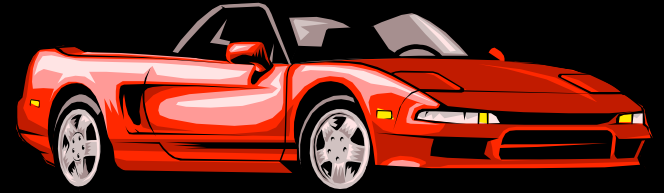
Session Objective

This workshop will assist you in:

- ❖ **increasing your self awareness;**
- ❖ **developing a personal vision and mission statement;**
- ❖ **identifying goals and objectives;**
- ❖ **creating an action plan essential for turning dreams into realities;**
- ❖ **developing a personal plan for success;**
- ❖ **investigating sources of additional training and education and**
- ❖ **creating a network to support your success.**

Activity Time





When You Dream About your Future What Do You See?

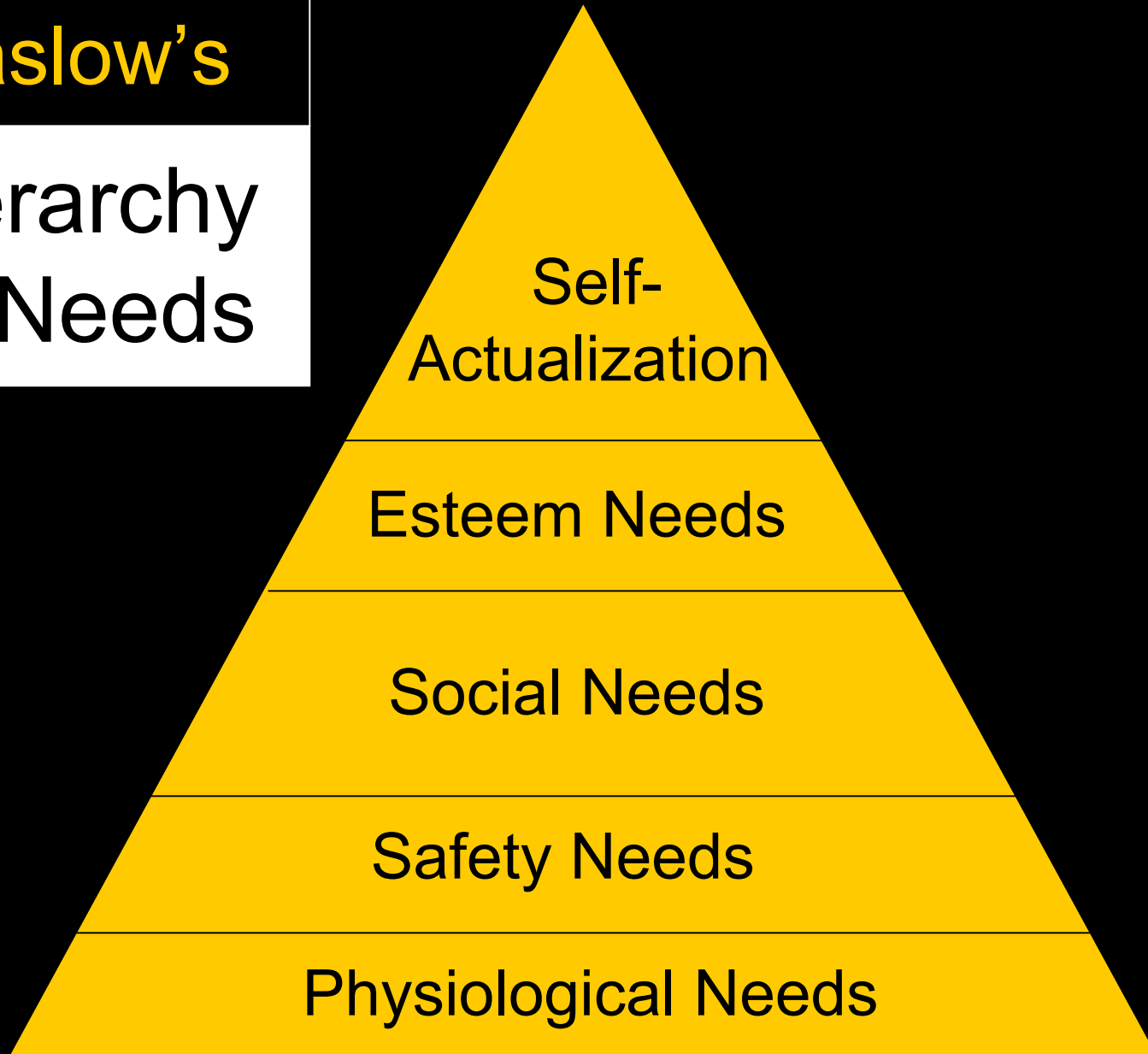


Only as high as I reach can I grow, only
as far as I seek can I go, only as deep as I
look can I see, only as much as I dream
can I be.

Karen Ravn

Maslow's

**Hierarchy
Of Needs**



Hierarchy of Needs

❖ Physiological Needs

- Those required to sustain life, such as: Air, Water, Food, Sleep

❖ Safety Needs

- Once physiological needs are met, one's attention turns to safety and security in order to be free from the threat of physical and emotional harm. Such needs might be fulfilled by: Living in a safe area, Medical insurance , Job security, Financial reserves

❖ Social Needs

- Once a person has met the lower level physiological and safety needs, higher level motivators awaken. The first level of higher level needs are social needs. Social needs are those related to interaction with others and may include: Friendship, Belonging to a group , giving and receiving love

Hierarchy of Needs

❖ Esteem Needs

- After a person feels that they "belong", the urge to attain a degree of importance emerges. Esteem needs can be categorized as external motivators and internal motivators.
 - Internally motivating esteem needs are those such as self-esteem, accomplishment, and self respect. External esteem needs are those such as reputation and recognition (e.g. . attention, social status, accomplishment, self-respect)

❖ Self-actualization

- Self-actualization is the summit of Maslow's motivation theory. It is about the quest of reaching one's full potential as a person. Unlike lower level needs, this need is never fully satisfied; as one grows psychologically there are always new opportunities to continue to grow.
- Self-actualized people tend to have motivators such as: Truth, Justice, Wisdom, Meaning

People who are unable to motivate themselves must be content with mediocrity, no matter how impressive their other talents.

Andrew Carnegie

Career Planning



Many people fail to find a fulfilling career



- lack of
 - vision
 - training
 - experience
- too many constraints
- poor problem solving techniques

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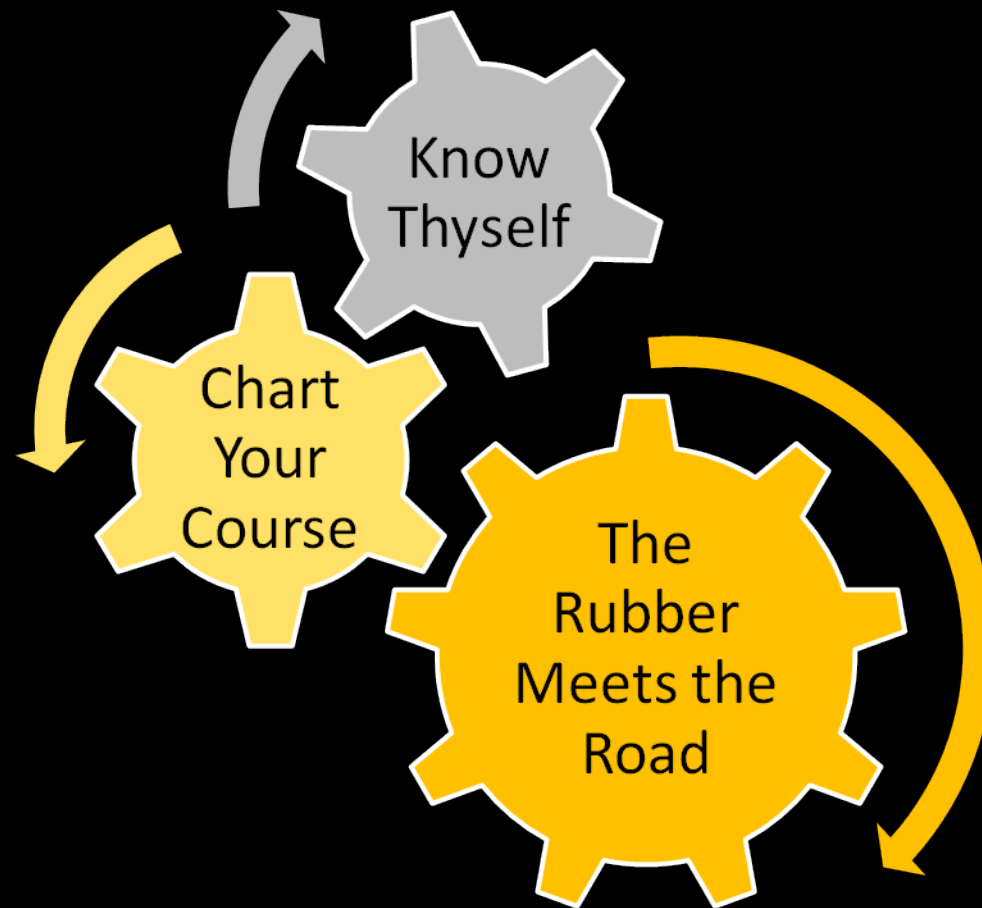
Why is this Important?

- ❖ To control your future
- ❖ To know where you are going
- ❖ To know how you will get there
- ❖ To make your dreams come true

What is Career Planning?

- ❖ Career planning is a lifelong process, which includes: choosing an occupation, **preparing for the occupation**, getting a job, growing in our job, possibly changing careers, and eventually retiring.
- ❖ This may happen once in our lifetimes, but it is more likely to happen several times as we first define and then redefine ourselves and our goals.

Career Planning Process



Know Thyself

- ❖ A period of self-assessment and reflection
 - Passions
 - Needs
 - Values
 - Interests
 - Likes
 - Dislikes
 - Preferred Environment



Activity Time



You should follow your heart. Following your heart means working on something that matters to you. It's something that you do not because of money, but because of love and care.

Now That You Know!!!!

❖ What are you going to do>

- Complete additional interest surveys
- Strong Interest Inventory or MBTI
- Take additional classes (required or non-required)
- Attend developmental workshops
- Join activity clubs or professional clubs
- Allow regular time for leisure, hobbies and friends

Career Planning Process

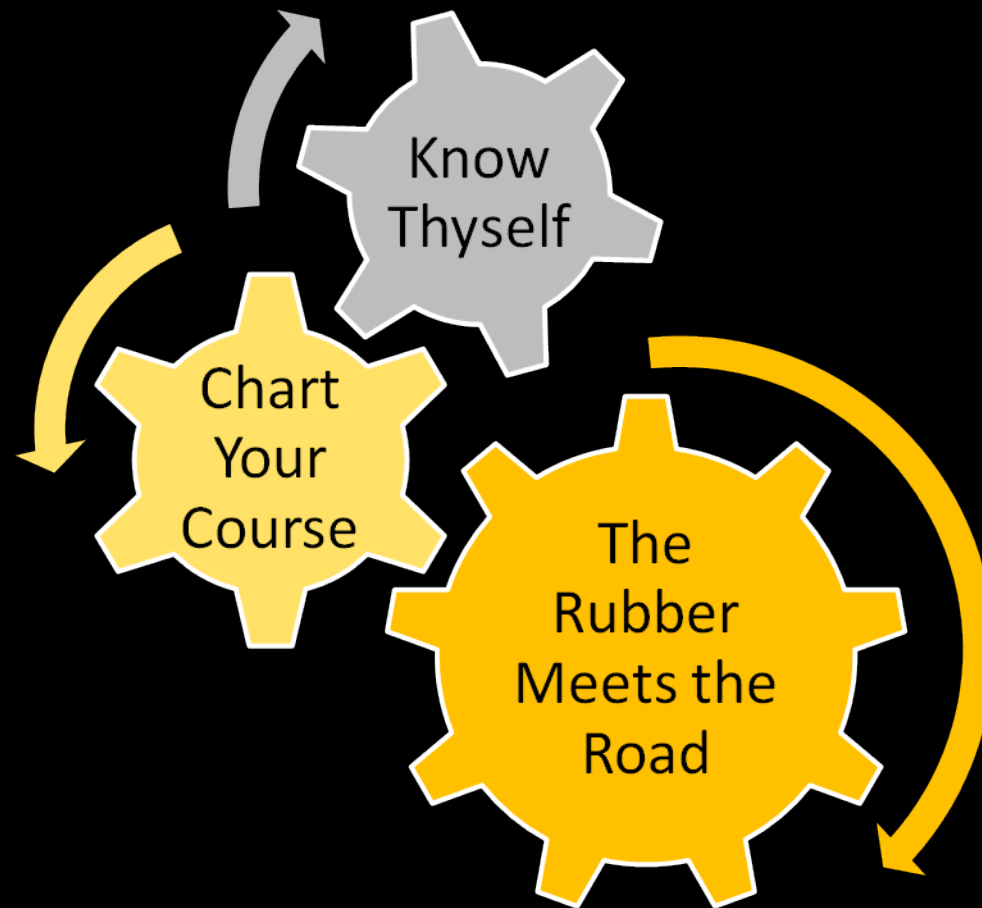


Chart Your Course

❖ Develop a vision statement

- Is the end result of what you will have done.

❖ Develop your personal mission statement

- It sets the overall purpose for your life
 - What do I value?
 - What do I believe in?
 - What is my purpose?

Vision Statement

- ❖ To enlighten, educate and encourage those around [me.](#)



Chart Your Course

❖ Develop Objectives/Goals

- are the specific things, tasks or accomplishments you must complete in order to achieve the kind of life you desire.
- Goals are helpful with...
 - Deciding what is important.
 - Separating what is important from what is irrelevant, or a distraction.
 - Motivation
 - Building your self-confidence, based on successful achievement .

Chart Your Course

❖ Goals Should Be...

- Specific
- Measurable
- Attainable
- Realistic
- Timely

S M A R T



Activity Time

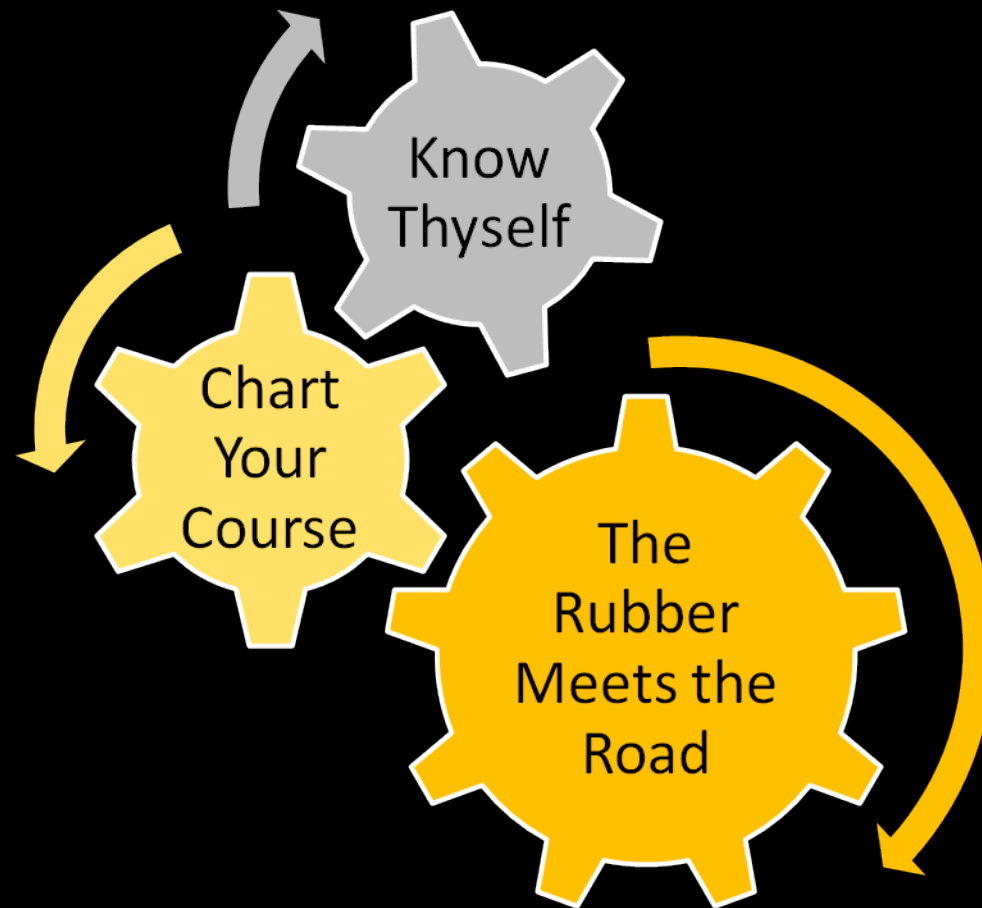


Now That You Know!!!!

- ❖ Continue to develop your goals down and post them!
- ❖ Understand where you want to be
- ❖ Regularly evaluate your progress toward your goals, identify what is holding you back and take corrective action.

Remember: It's O.K. to change your goals

Career Planning Process



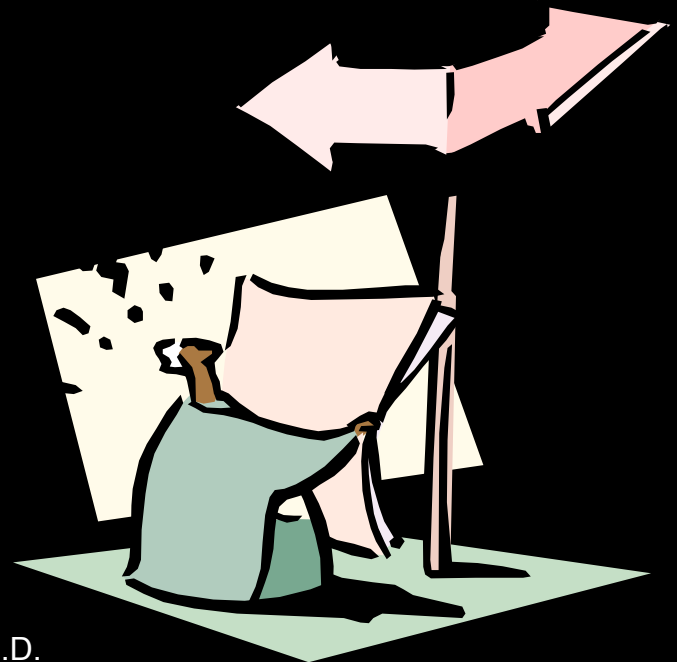
The Rubber Meets the Road

❖ Pulling it all together

- Dreams, Skills, Interests, Passions, Strengths, Goals

❖ Develop your road map

- Translating goals into actions



Activity Time



The Rubber Meets the Road

- ❖ Pulling it all together
 - Dreams, Skills, Interests, Passions, Strengths, Goals
- ❖ Develop your road map
 - Translating goals into actions
- ❖ Build and maintain network



Build and maintain a professional network.

- ❖ **Make sure that you develop good relationships with people in your field.**
- ❖ **Participate in a wide range of activities and build relationships beyond your current interests.**
- ❖ **Collect business cards.**
- ❖ **Join professional networking associations.**
- ❖ **Keep track of former bosses and colleagues.**

The Rubber Meets the Road

- ❖ Pulling it all together
 - Dreams, Skills, Interests, Passions, Strengths, Goals
- ❖ Develop your road map
 - Translating goals into actions
- ❖ Build and maintain network
- ❖ Identify mentors



Mentor Development



Mentors...

- ❖ share information about his or her own career path, as well as provide guidance, motivation, emotional support, and role modeling.
- ❖ help with exploring careers, setting goals, developing contacts, and identifying resources.
- ❖ bring you along with them as they weather changes.
- ❖ provide opportunities.

Mentors...

- ❖ Diminish the fear that comes from having to go it alone.
- ❖ Interpret practices and policies.
- ❖ Demonstrate good practices.
- ❖ Provide timely and constructive feedback.
- ❖ Encourage self-reliance.
- ❖ Offer Advice.
- ❖ Don't have to be in your field on @ your campus.
- ❖ Don't have to look like you.

Skin folk ain't your kinfolk.

•Dr. Johnnetta B. Cole

- ❖ Everyone that looks like you doesn't always have your best interest at heart. Don't be afraid to seek assistance or take help from someone who looks nothing like you. My current cadre of mentors include: a few good men, some great ladies, some black and some white, some northerners, some southerners, some in engineering, some not. The important thing is that they are willing to invest time in me and my career and helping me achieve my dreams.



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- ❖ Don't have to be in your field on @ your campus.

My Mentors



Dr. Bev Watford
Associate Dean
Virginia Tech



Dr. Harold L. Martin
Chancellor
North Carolina A&T
State University



Dr. Karan L. Watson
Interim Provost
Texas A&M University



S. Keith Hargrove
Dean
Tennessee State



Dr. David J. Cochran
Professor,
Industrial Engineering



Dr. Nancy Belck - Chancellor

Dr. Nancy Belck
former Chancellor
Univ. of Nebraska
Omaha



David H. Allen
Dean
Univ. of Nebraska



Dr. Johnnetta B. Cole
President Emerita
Bennett College

Where does one find a mentor?

- ❖ within, or outside of, the department and/or discipline.
- ❖ In the local geographical area
- ❖ at professional meetings
- ❖ at church
- ❖ in the neighborhood

Activity Time



The Rubber Meets the Road

- ❖ Pulling it all together
 - Dreams, Skills, Interests, Passions, Strengths, Goals
- ❖ Develop your road map
 - Translating goals into actions
- ❖ Build and maintain network
- ❖ Identify mentors
- ❖ Go to graduate school



Overview of Graduate School





If you spend two years working like others won't, you can spend the rest of your life living like others can't.

Dr. Lesia Crumpton-Young

Sometimes you have to make sacrifices and choices that others may not understand, such as going to graduate school, going in a city that no one in your family has heard of, spending hours and hours in the lab, not going to every party that your friends go to. You get the point. But in the final analysis you will be better off. This quote has come true for me more times than I can begin to count.

Differences between UG and Grad

- ❖ Main differences between graduate and undergraduate school:
 - Many more seminar-type courses, especially at the advanced level.
 - More theoretical (in depth) coursework
 - More papers, projects, presentations: **fewer tests.**
 - More researched-oriented.
 - Increased specialization; narrowing of subject matter studied.

Differences between UG and Grad

- Much more independent work; (**self-discipline**)
- Less short-term feedback about how you're doing academically.
- Increased pressure to maintain high grades; generally B or above is expected minimum.
- Write a thesis or dissertation under supervision of an advisor
- Write technical papers and attend conferences

Undergraduate Education is about
LEARNING existing knowledge

Graduate Education is about
CREATING knowledge

Types of Graduate School

❖ Two Kinds of Graduate School

- Graduate School
 - Research in a specialized area of study
 - M.S. or Doctoral
- Professional School
 - Law
 - Medical/Allied Health Sciences
 - Business

Graduate Degree Programs

❖ Ph.D.

- o 5-7 years after baccalaureate, preliminary /qualifying exam, research dissertation, financial aid from research grants

❖ M.S.

- o Master of Science (MS): 2 years after baccalaureate, course work (8 courses), research thesis required

❖ M.E.

- o Master of Engineering (ME): 1-1.5 years after baccalaureate, course work only (10 to 12 courses), no thesis

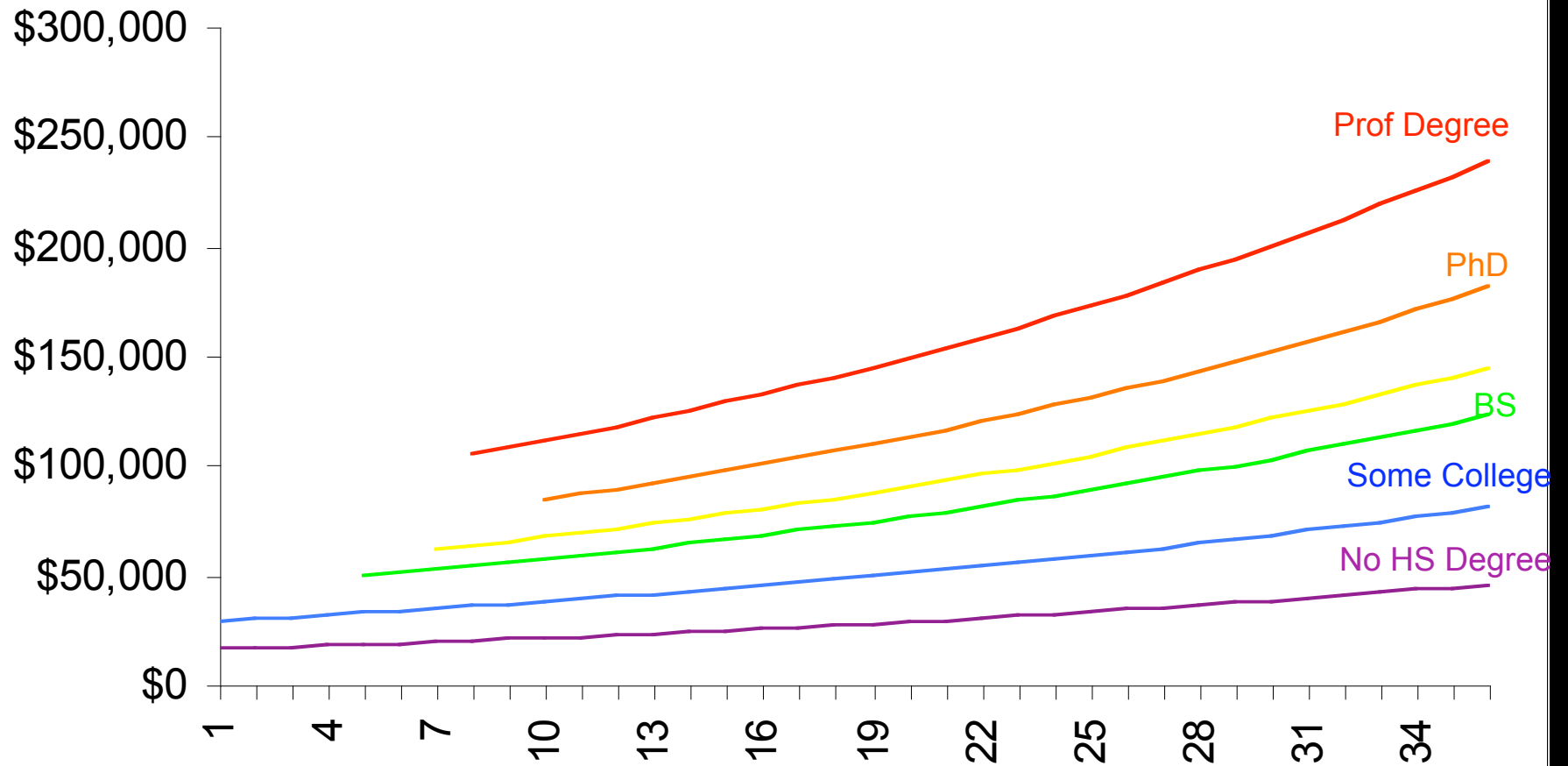
Difference between M.S. and Ph.D.

- ❖ The major difference between these degrees is in the **level of original thinking** that is expected.
 - Ph.D.'s are trained to be leaders of research and research groups, conceiving and promoting new ideas.
 - M.S. students are trained to participate as part of a team carrying out advanced work and may or may not become team leaders.
- ❖ Requirements for a Ph.D. are not as specific as for a MS.
 - You have a much **wider choice** of course work.

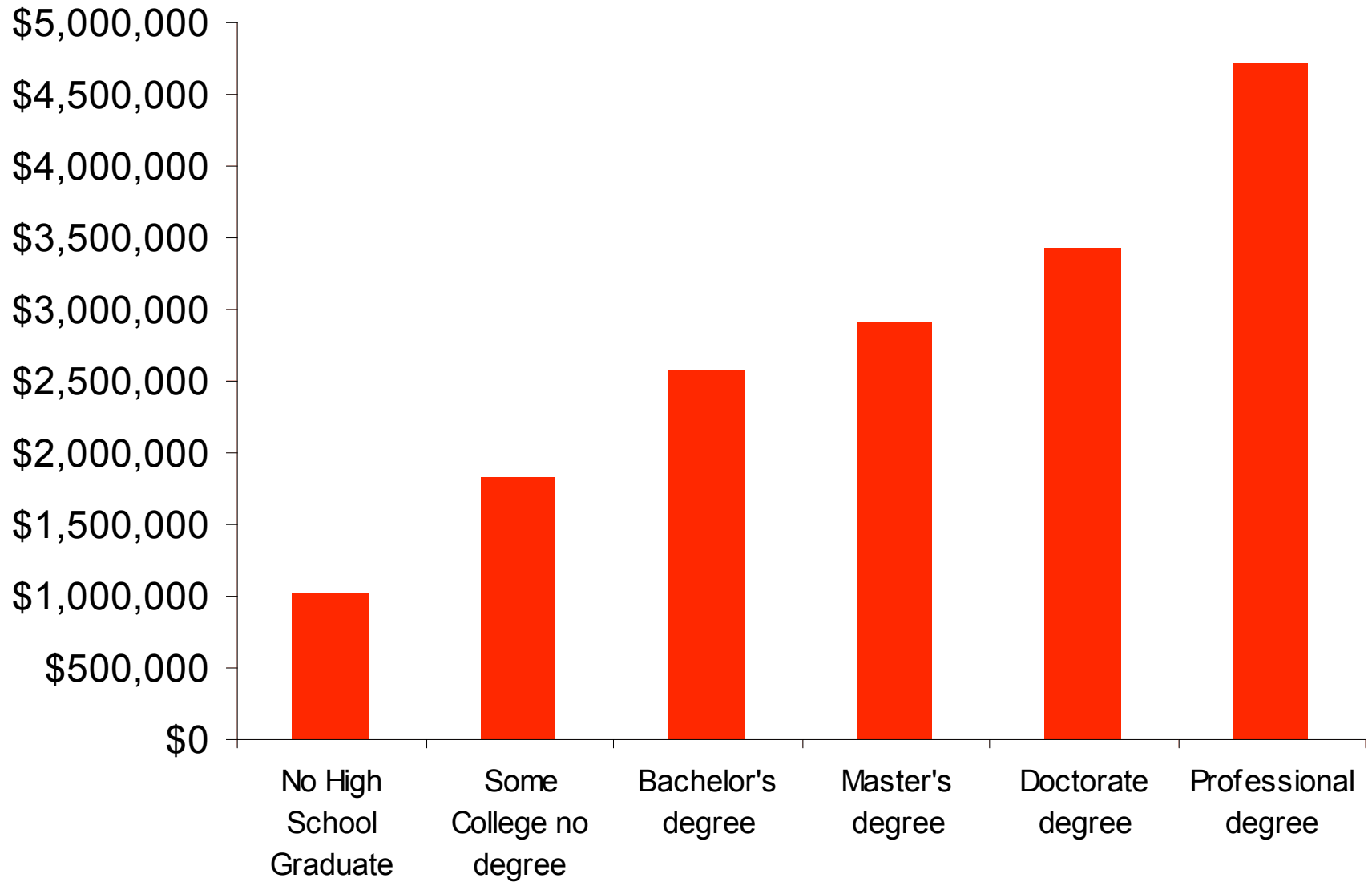
Added Value of a Graduate Education

- ❖ Annual income is strongly related to degree attainment.
- ❖ M.A.'s earn 33% more than B.A.'s.
- ❖ Ph.D.'s earn 79% more than B.A.'s.
- ❖ A master's degree recipient usually receives **\$3,000 to \$4,000 more** and a person with a master's degree in a technical field can receive from **\$6,000 to \$8,000 more**.

Earnings by Degree



20 Year Summary



Graduate School Expectations

❖ You are expected to be a professional

- Professors consider graduate students as apprentice scholars, members of the profession or scientists, not as students in the traditional sense. They may not conduct their classes like a traditional classroom, but as a research work place or informal seminar where you share your ideas and scholarship.

❖ You are expected to be independent

- requiring only direction or some degree of technical help from time to time, especially during the initial part of your academic career. This will vary by professor, but you will probably be given much less direction than in undergrad

Graduate School Expectations

❖ You are expected to try to solve problems on your own first

- Professors will now expect you to use critical thinking skills and deductive reasoning to solve problems before you come to them for advice

❖ You are expected to take the initiative required to move your work forward.

- Professors will not hold your hand every step of the way.
- You can always bounce ideas off them. As one professor put it, “there are no dumb ideas, but it is dumb not to have your *own* ideas.”

Graduate School Expectations

❖ You are expected to get grades that are no lower than a B

- In many grad programs, a C is failing...Law and Medical Schools may grade on a different scale

❖ You may be expected to produce publishable quality papers of an appreciable length

- Students pursuing some graduate degrees in the social sciences and natural sciences should always pursue projects with the thought of publishing in refereed (read by others in the discipline for approval for publication) journals. You should also strive to do poster presentations at national society meetings.

Getting Ready for Graduate School



Getting Ready

❖ Junior Year

- Secure a summer research opportunity or internship
 - Talk with graduate programs about admissions requirements
- Begin talking, email or writing graduate program coordinators at schools on your list.
- Begin preparing for the standardized test.
 - Take a test prep class
- Begin working on departmental requirements
 - Personal Statement
 - Research Statement
- Visit schools on list
 - Most schools have visitation programs for prospective students
- Identify funding sources

Keep up your Grade Point Average (GPA)!!

Getting Ready

❖ Senior Year

- Summer Prior to
 - Decide which schools to apply to.
 - Application Fee waived!! (Possibly)
 - » Apply early and submit letter from undergraduate financial aid officer
 - Continue talking, email or writing graduate program coordinators
 - Begin timeline for Application process
 - REMEMBER, write Application deadline on a calendar in large bold letters!!
 - You want to submit your application before the deadline. DO NOT WAIT until the last possible minute. STRIVE to be at least 30 days early!
 - Collect/Develop application materials
 - Personal and Research Statements
 - Resume
 - Transcripts
 - Take the appropriate standardized test (s)
 - Get test scores forwarded to your schools of interest.
 - Gather Fellowship application materials

Getting Ready

- **Obtain multiple letters of recommendation from faculty members and others**
 - Schedule a meeting to make request and drop off materials
 - Transcript (Unofficial)
 - Class Assignments (showing your best work)
 - Resume
 - Latest Draft of Statement of Purpose
 -
 - Decide will the professor mail the letter, or will you pick it up
 - Avoid asking for letters at the end of the term.
 - Check weekly to see if the letter is completed.
 - Thank you card!!

Getting Ready

- **Fall**

- Obtain original transcripts from **all** schools of record.
- Complete the application form
- Double and Trip check for errors!!
- Send application to school
 - Check for receipt of materials
- Apply for fellowships!!!!!!

KEEP A COPY OF EVERYTHING!!!

Activity Time



Parting Thoughts



No person can hand another more than an opportunity.



Seize every opportunity put before you. Don't expect them to come at opportune times so be prepared such that when it occurs you are ready. Also, don't expect it to be an opportunity to linger. It will come and go while you think about it. So seize it the first time. Success is an intersection of Luck and Opportunity.

Success is not
final, failure is not
fatal: it is the
courage to
continue that
counts.

Winston Churchill





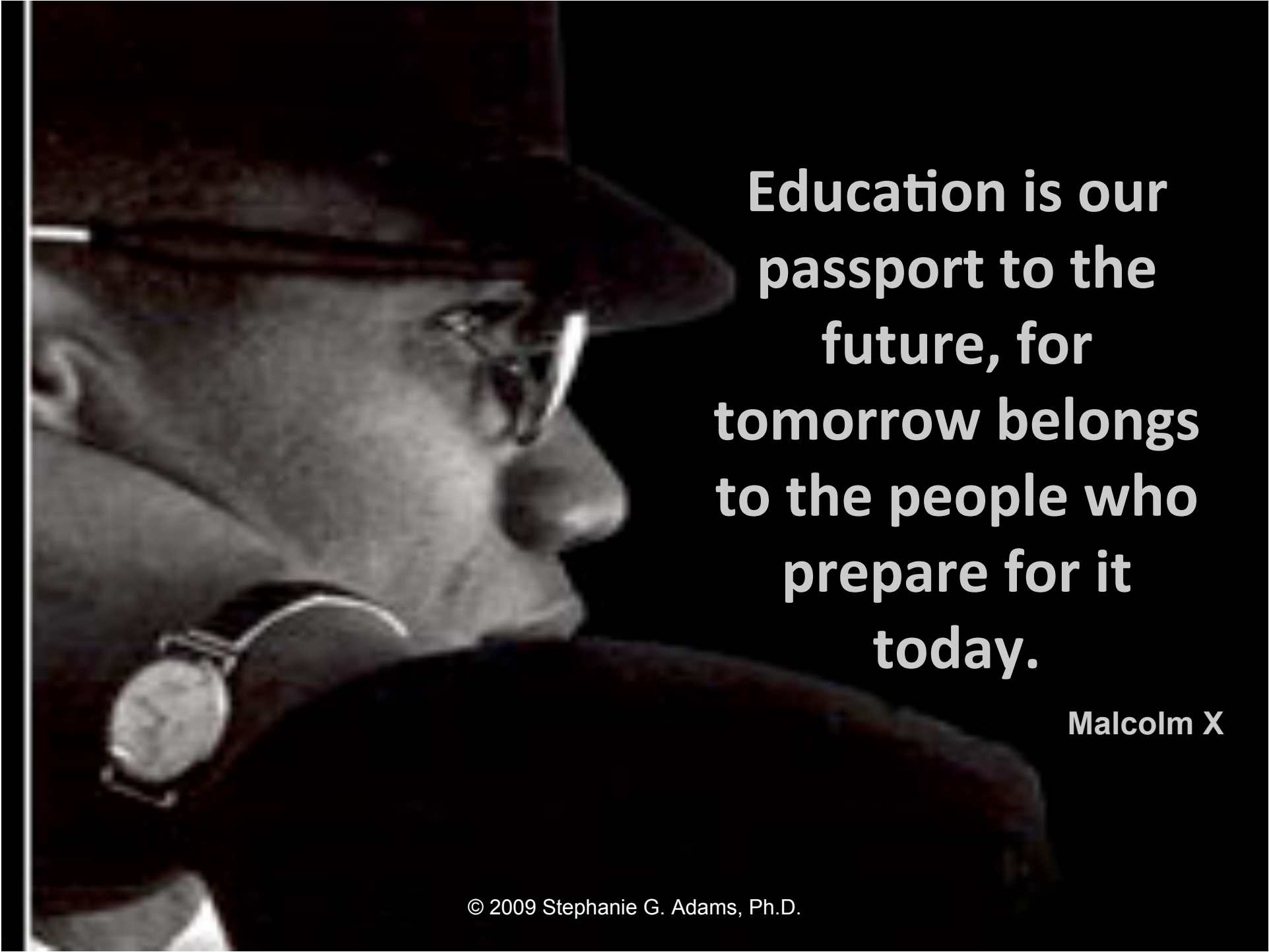
I do not try to
dance better
than anyone
else. I only try to
dance better
than myself.

Mikhail Baryshnikov

**Life is 10 percent
what happens to
me and 90 percent
how I react to it.**

- ❖ **Don't take things personally. Not everything that happens to you is about you or aimed at you. Sometimes things just happen!!! Analyze the situation, learn from it, but don't allow it to consume you cause most times, it ain't about you!!!**



A black and white profile photograph of Malcolm X. He is wearing a dark fedora hat and glasses. He is looking towards the right. A watch is visible on his left wrist. The background is dark.

**Education is our
passport to the
future, for
tomorrow belongs
to the people who
prepare for it
today.**

Malcolm X

Develop resilience.



Resilience

The Courage to Come Back

Because the future is uncertain, you will probably encounter setbacks no matter how much you prepare and plan. People who will be successful are those with the ability to bounce back and consider such setbacks as learning experiences.



Finish each day and be done with it. You
have done what you could.

Ralph Waldo Emerson