Building Your Network

Today's Facilitator:
Kerry Ann Rockquemore, PhD

Kerry Ann Rockquemore, PhD is the President of the *National Center for Faculty Development & Diversity*. Her scholarship has focused on interracial families, biracial identity, and the politics of racial categorization. She is author of two books: *Beyond Black* and *Raising Biracial Children*, as well as over two dozen articles and book chapters on multiracial youth. After Dr. Rockquemore became a tenured professor (at the University of Illinois at Chicago), her focus shifted to improving conditions for pre-tenure faculty by creating supportive communities for professional development, research productivity, and work/life balance. Her award-winning work with under-represented faculty led to the publication of her most recent book: *The Black Academic's Guide to Winning Tenure Without Losing Your Soul*. Through the NCFDD, Dr. Rockquemore provides workshops for new faculty at colleges across the U.S., writes a weekly advice column for *Inside Higher Education*, and facilitates an online discussion forum for faculty, post-docs and graduate students at *www.FacultyDiversity.org*

TODAY'S WORKSHOP

PART I: Common Mistakes

PART II: Re-thinking Your Network

PART III: How to Cultivate The Network

               You Need to Thrive in the Academy

PART IV: Moving Forward

I. Common Mistakes

MENTAL & BEHAVIORAL ERRORS

Differentiating the ideal from what's real	"It's really all about the work, so if I just do great work I'll be successful."
Reactive vs. proactive stance	"Everyone's so busy, I don't want to bother anyone with _____…"
Hyper-individualism	"I can figure everything out myself."
Waiting for the perfect mentor/guru	"I'm looking for a mentor who can meet all my needs for my entire career. If only I can find that person…"
Narrow belief about professional development	

I. Common Mistakes

MENTAL & BEHAVIORAL ERRORS

Staying Safe	"I only socialize with people in my department that I like."
Inability to differentiate between ideas and self-promotion	"I avoid talking about my work because I don't want to seem _____"
Self-isolation	"At conferences, I only spend social time with people I already know."
Fear that asking for help = incompetence	"I don't seek help, assistance, and/or support"
Perfectionism	I hold on to work until it's perfect…

II: Re-Think Mentoring
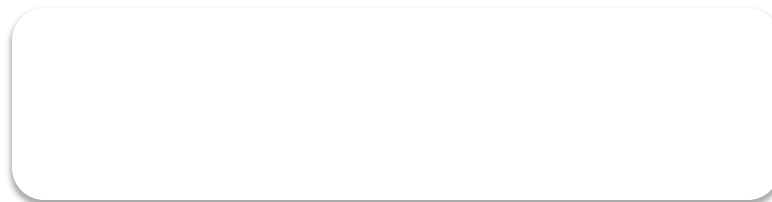
Graduate
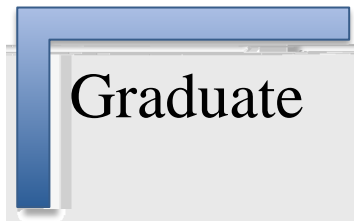
Substantive Feedback

Professional Development

Emotional Support

Access to Opportunities

Intellectual Community

Sponsorship

Access to

III: How To Cultivate A Thriving Network

1. Assess your current network
2. Identify your current needs
3. Ask: How can I get my needs met?
4. Plan to maximize your opportunities
5. Identify your limiting beliefs
6. Commit to ACTION

It requires knowing **WHAT** you need and **ASKING** for it!

Emotional Support

Family

Other

Peer Mentors

Access to Opportunities

Internal

STEP #2:
IDENTIFY YOUR CURRENT NEEDS!

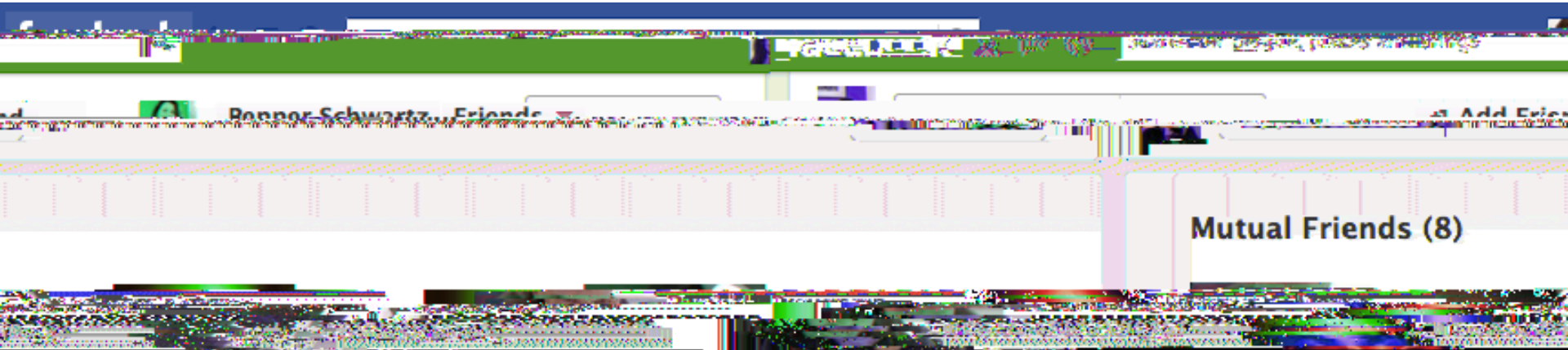# STEP #3:
How can YOU move towards getting your needs met?!

!

Missing Piece: _____

1. _____
2. _____
3. _____
4.

STEP #4: How Can You Maximize Your Opportunities?!

!

	Your Next Conference?	Who Already Has What You Want?	Who has expressed interest

A little Facebook Trick:
Let's Say I Want to Meet Pepper Schwartz…

Pepper Schwartz · Friends

Add Frie

Mutual Friends (8)

STEP #5:
Identify Your Limiting Beliefs!

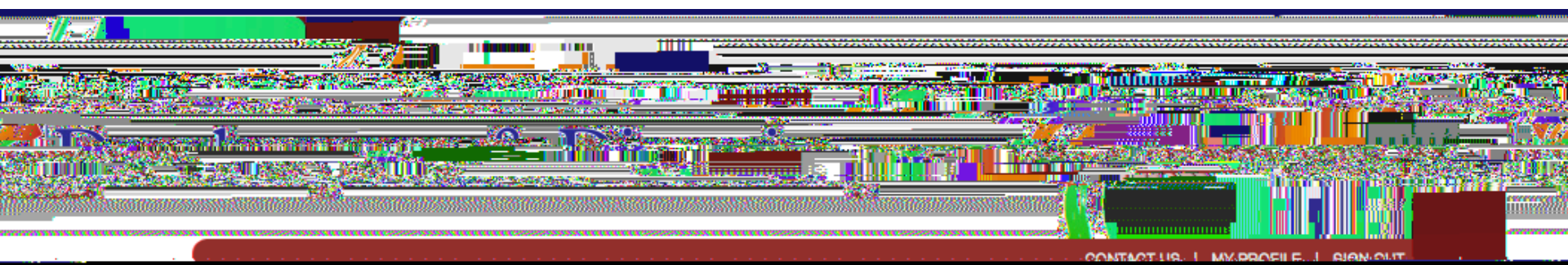| LIMITING BELIEFS:	CHECK ALL THAT APPLY
Who am *I* to contact _____?	
My work isn't ready to show anyone/ good enough.	
I may be rejected/embarrassed/humiliated.	
I don't have the resources to _____ .	
Nobody has ever helped me in the past, so nobody will help me now	
I'm afraid of _____!	
I don't know where to find _____	

STEP #6:
Commit to Action!

What are THREE actions you can take TODAY to move forward?

1. _____

2. _____

3. _____

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