



Administrative Leadership Committee Special Session - Managing your Career

Lynn M. Boorady, SUNY-Buffalo State

This was a casual session led by two members of the Administrative Leadership committee, Lynn Boorady and Kathleen Rees along with ITAA member Linda Welters. The session started with each of the panelists talking a bit about their background and how they became department chairs then the floor was opened for questions so that the interests of the group drove the session. The participants included graduate students, an adjunct and both full time tenured and tenure track professionals.

Negotiating before accepting a position was a concern of most of the attendees. The discussion mentioned how to find out other salaries in the department, knowing the cost of living in the area and understanding your own worth. It was the panelists experience that very rarely if the first offer the best offer and that many universities expect some back and forth when determining salary and benefits. However, we also cautioned that many times the salary is less negotiable than other items such as start-up funds for research, moving expenses and course reduction for your first semester.

Also discussed was the variations in workload at different institutions, how to find that first job, networking and professional growth. Participants asked specific questions about their own situations and the group discussed solutions and ideas to enhance the working environment.