



Career Ladder for Administrators

COUNCIL OF ACADEMIC PROGRAMS IN CSD



Julie Masterson, Ph.D.

Associate Provost and Dean of the Graduate College

Missouri State University

JulieMasterson@MissouriState.edu

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Missouri State
UNIVERSITY



Contributors

- Clif Smart, President
- Frank Einhellig, Provost
- Rachelle Darabi, Associate Provost
- Tamera Jahnke, Dean, College of Natural & Applied Sciences
- Victor Matthews, Dean, College of Humanities & Public Affairs
- Mark Smith, Dean, McQueary College of Health & Human Services
- Dave Meinert, Dean, College of Business
- Shawn Wahl, Dean, Reynolds College of Arts & Letters



Organization of Talk

- Intro: How did you become a XX and what do you do?
- What's the best part of your job?
- What is the most challenging? What have you given up?
- What advice would you give folks considering college/central admin roles?



**How did you get in this role and
what do you do?**



Themes

- Most didn't initially aspire to be in their roles, but eventually wanted to do them because they thought they had something to offer, make a difference, make progress.
- The potential to have a larger impact.
- Ready to be the Head Coach, to be able to try out your ideas and allow others to grow. Great analogy— ready to give up being a player and focus on the needs of others.
- Present position (DH, faculty member, researcher) had “run its course”
- Personal life allowed necessary level of commitment



What's the best part of your job?



Themes

- Interact with a lot of folks from a variety of areas
- Hire/surround yourself with strong professionals
- Easier to directly help, support others... students, faculty
- Days are unique, a variety of challenges
- Catalyst for change, build new programs
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**What's the most challenging?
What have you given up?**



Themes

- Consuming identity, give up anonymity, privacy, expressing personal perspectives
- Major decreases in research, teaching, direct work with students
- There is always work to do... decreased personal time requires prioritizing
- Personnel problems, sometimes unexpected
- Loneliness... most local folks are not peers



Advice?





Themes

- Choose the right time (career and family)
- Want to do it for the right reason
- Love working with a team
- Take advantage of all opportunities for college/university service
- Be good at difficult conversations about difficult decisions
- Put yourself out there.....be brave
- Be yourself



Summary: “Favorite Nuggets”

- Authority to directly impact students and faculty in a positive way is the absolute best.
- Effect on research usually negative, but not necessarily (Ray Kent)
- Loss of personal identity and freedom
- Always a new challenge