

**Gender Equity Project
Sponsorship Program Workshops**

**Hallmarks of Success
Activities and Discussion**

Pre-Workshop Activity (complete before the workshop): Interview someone in your field whom you admire who is approximately ten (10) years ahead of you in their career. Consider the following questions and be prepared to discuss these questions during the workshop:

1. At what point in the person's career did s/he apply for certain awards, grants, positions, etc.?
2. What sorts of achievements does s/he think are most important?
3. What turning points in his/her career did s/he find most important?
4. What advice would s/he give to someone at your level?
5. Were you surprised by anything you heard?
6. What ideas did this interview generate for your own career path?

Guest Speaker: Dean Judy ("JJ") Jackson, Dean of the College, Vassar College

Guest Speaker: Dean Sandra Masur, Associate Dean for Faculty Development, Mount Sinai School of Medicine

Discussion: Brief Q&A with Dean Jackson and Dean Masur

When formulating questions, consider the Pre-Workshop Activity as well as the presentations of Dean Jackson and Dean Masur.

1. Were you surprised by anything you heard or discovered?
2. How have your views on achieving success in academia been affected, if at all?
3. Are there any inconsistencies between what you learned during the Pre-Workshop Activity and what you heard during the presentations?

Background resources

Marx, G. T. (1990). Reflections on academic success and failure: Making it, forsaking it, reshaping it. In B. Berger (Ed.), *Authors in their own lives* (pp. 260-284). California: University of California Press.

Roediger III, H. L., & Balota, D. A. (2004). Managing your career: The long view. In J.M. Darley, M. P. Zanna, & H. L. Roediger III (Eds.), *The compleat academic: A career guide* (2nd ed., pp. 393 – 407). Washington, D.C.: American Psychological Association.

Taylor, A. E., & Martin, J. (2004). The Academic marathon: Controlling one's career. In J.M. Darley, M. P. Zanna, & H. L. Roediger III (Eds.), *The compleat academic: A career guide* (2nd ed., pp. 363 – 392). Washington, D.C.: American Psychological Association.