EMBRACING CHAOS [THEORY OF CAREERS]

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The Washington Center for Internships and Academic Seminars
WHAT DO YOU WANT TO MAJOR IN?
Chaos Theory of Careers

unpredictable/
uncertain/
nonlinear/
What they do

- Business Development: 3,501
- Healthcare Services: 3,271
- Education: 2,993
- Community and Social Services: 2,020
- Research: 1,439
- Operations: 1,304

What they are skilled at

- Public Speaking: 5,777
- Leadership: 5,528
- Research: 5,516
- Microsoft Office: 4,561
- Management: 3,704
- Social Media: 3,576
<table>
<thead>
<tr>
<th>PROFESSIONAL</th>
<th>EDUCATIONAL</th>
<th>PERSONAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work for an office on the Hill</td>
<td>Get my J.D.</td>
<td>Buy a house by age 30</td>
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<tr>
<td>Become a paralegal</td>
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<td>Travel to all 50 states before 40</td>
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</table>
*Don’t plan, prepare*

*Understand transferable skills and competencies*
*Introduce ambiguity and problem solving before they leave campus

*Be honest about what we know and don't know about the workforce
bit.ly/AACUchaos
A counterintuitive lesson learned from 28 years of teaching in liberal arts colleges. . .

*How to teach...that’s easy*

*What to teach...that’s hard*
Your

COLLEGE MAJOR

Why it doesn’t matter as much as you think
The willingness to ponder complex questions lengthily and deeply, and to grapple with thorny philosophical and moral issues.
“My White Knight”

All I want is a plain man; all I want is a modest man,
A quiet man, a gentle man,
A straightforward and honest man to sit with me
In a cottage somewhere in the state of Iowa,
And I would like him to be
more interested in me
Than he is in himself, and more interested in us
Than in me.

And, if occasionally he’d ponder
“My White Knight”

What made Shakespeare and Beethoven great,
Him I could love till I die!
Him I could love till I die!
...Useless
Even if it can’t be measured, it can be recognized.
<table>
<thead>
<tr>
<th></th>
<th>Not Thoughtful</th>
<th>Thoughtful</th>
<th>Very Thoughtful</th>
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<tbody>
<tr>
<td>Shows little evidence</td>
<td>Shows some evidence of pondering; self-expression is clear, but not sophisticated.</td>
<td></td>
<td>Shows ample evidence of deep pondering; self-expression is eloquent, complex, and compelling.</td>
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<tr>
<td>of pondering; self-</td>
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<td>expression is crude</td>
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<td>and simplistic.</td>
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Katherine Johnson, NASA mathematician, made famous in the film *Hidden Figures*
THINK DEEP THOUGHTS AND MAKE THE WORLD A BETTER PLACE
“All Things Higher Education”: Change Magazine and Higher Education Publishing

David C. Paris,
Executive Editor
Change: The Magazine of Higher Learning

AAC&U
January 24, 2020
TWO GOALS

(1) SHAMELESS SELF-PROMOTION

(2) ADVOCATE FOR ADVOCACY, PUBLIC SCHOLAR(SHIP)
WHAT IS CHANGE?

(2)

(1) “ALL THINGS HIGHER EDUCATION”: FOR 50 YEARS+, ANY/EVERYTHING

(2) A MAGAZINE: PUNCHY, POPULAR, TO THE POINT
CLASSICS
(2)

(1) BARR & TAGG (1995): FROM TEACHING TO LEARNING—A NEW PARADIGM FOR UNDERGRADUATE EDUCATION

(2) KUH, O’DONNELL & SCHNEIDER (2017): HIPs AT TEN
(1) IMAD (2019): IN THEIR OWN VOICE: RECLAIMING THE VALUE OF THE LIBERAL ARTS AT COMMUNITY COLLEGES

(2) OEZLE (2019): #HASHTAG PEDAGOGIES: IMPROVING LITERACY AND COURSE RELEVANCE THROUGH SOCIAL MEDIA METAPHORS
YOU CAN/SHOULD WRITE (2)

(1) (ALMOST) AUTOMATICALLY QUALIFIED

(2) IT’S LIBERATING (FUN?)
BUT WAIT

(2)

(1) NOT MY ROLE 😎

(2) ROI/P&T 🙈
GOAL #2 ADVOCATE FOR ADVOCACY, PUBLIC SCHOLAR(SHIP) (2)

(1) SOMETHING TO OFFER 🕯️ ⚖️

(2) SOMETHING THAT’S NEEDED 📚
EXAMPLES, IDEAS (2)

(1) R. SMITH, IMIG, & K. SMITH (2019): STANDING FOR PUBLIC EDUCATION

(2) KEZAR, DRIVALAS, & KITCHEN (2020): ENVISIONING PUBLIC SCHOLARSHIP FOR OUR TIME: MODELS FOR HIGHER EDUCATION RESEARCHERS
WHERE?

(2)

(1) TRADITIONAL: MAGS, OP-EDS, RADIO-TV

(2) NEW: BLOGS, PODCASTS, SOCIAL MEDIA
BOTH/AND

(2)

(1) SCHOLAR/PUBLIC PRESENCE

(2) DON’T CONFUSE NEUTRALITY WITH OBJECTIVITY
(ADVOCACY+ACCURACY)
THANKS!!

DAVID C. PARIS

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Failure Isn't Just an Option—It’s a way forward

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How do our students learn?

What do they encounter in the world?
About the Role

Brave is looking for an experienced BD Director to join our business team in San Francisco, reporting to our CBO.

As the Business Development Director, you will fast track Brave’s growth by cutting critical partnerships with tech and non-tech businesses.

Responsibilities

- Identify, qualify and quantify platform partnership opportunities to grow Brave users
- Experienced in distribution and licensing agreements with partners
- Foster relationships and lead discussions and negotiations with partners from C level execs to

Qualifications

- Advanced 4-year degree in Technology or Business. MS or MBA is a plus
- Experience in founding / growing a startup a plus -- **whether the co was a failure or success**
- Demonstrated success in negotiating and closing strategic technology partnerships
- Ability to structure and operate complex business deals
- Highly organized in managing all aspects of partnerships
- Experienced in executive level presentations, both internally and externally
- 5+ years of business experience, but more preferred

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DEVIANCE
An individual chooses to violate a prescribed process or practice.

INATTENTION
An individual inadvertently deviates from specifications.

LACK OF ABILITY
An individual doesn’t have the skills, conditions, or training to execute a job.

PROCESS INADEQUACY
A competent individual adheres to a prescribed but faulty or incomplete process.

TASK CHALLENGE
An individual faces a task too difficult to be executed reliably every time.

PROCESS COMPLEXITY
A process composed of many elements breaks down when it encounters novel interactions.

UNCERTAINTY
A lack of clarity about future events causes people to take seemingly reasonable actions that produce undesired results.

HYPOTHESIS TESTING
An experiment conducted to prove that an idea or a design will succeed fails.

EXPLORATORY TESTING
An experiment conducted to expand knowledge and investigate a possibility leads to an undesired result.

Building a “learning culture”

- Consistently reporting failure
- Analyzing those failures that do occur
- Proactively looking for ways to experiment

Change the emotional and cognitive culture
Detoxify failure

• Adjust our own emotional reactions
• Embrace the messengers
• Reconsider our language
• Talk about failures openly and regularly
A failure of mine regarding equity (inspired by Dr. Shaun Harper)

Publicizing CLASP
clap.wsu.edu