**YGT episode 247**

You're listening to, you've got this episode 2 47. Welcome to you've. Got this, a weekly podcast, higher education professionals looking to increase their confidence and capacity for juggling the day-to-day demands of an academic. I'm your host, Dr. Katie Linder. On this episode, I'm going to be sharing about what I can only describe as a plot twist for 2021.

And this was something that was just the timing of it did not work out for me to share before I left on my. Full July project. And so I've been kind of keeping a bit of a big secret project, uh, under wraps that I'm going to be sharing in this episode. Now, if you follow me on social media, you probably already know this news.

Um, but the plot twist of 2021 is that I am changing. Jobs and, uh, yes, indeed. We are moving again. Um, now I think that this is probably a surprise for a lot of people because it was not that long ago, less than two years that we moved to Kansas. Um, but sometimes you have these kinds of opportunities that come your way uh career-wise or otherwise, and you really feel like you have to reach out again.

For them. So that's kind of what happened here. So I'm going to tell you a little bit about this transition and also give you a bit of an update about what I've been doing since we last chatted on the podcast, because it's been a busy, busy month. So, um, the first thing I should mention is kind of why I decided to apply for this particular job.

And part of it really had to do with, um, an event that happened at my, my current position, where I was asked by our provost office to engage them. Leadership training, um, with an organization, a vendor that we partner with on our campus. And it was a very cool opportunity to engage with a bunch of other, um, kind of leaders and people who are rising leaders from different institutions all over the U S.

But I had this moment when I was asked to do this, um, because this is probably the fourth, fifth, maybe sixth leadership training that I've been kind of nominated for by an institution. And, uh, I had this moment where I just thought, when am I going to stop going through the trainings? And when am I going to step into more of like an executive role?

Um, and. Then of course I just said to myself, well, you can't wait for someone else to offer that to you. Like you have to go out and get it. You have to think about, you know, is this the time? And are you feeling ready to step into that kind of position? And I, I was like, what. Okay, let me see, let me try this.

Let me, you know, put, put some feelers out and kind of see if other people think that I might be ready for this. So the role that I applied for, um, and, and that I was offered is for the associate vice chancellor of digital strategy and learning at CU CUDL. And this is a role that when I applied for, it felt like a really big swing.

And I thought, well, at the very least I'll get some feedback. They were using a search firm and I thought, well, you know, the search firm can kind of give me a sense of if they feel like I was qualified for this role. Um, and I was to find out later that there was a large number of people who applied. So the initial pool was about 60 people.

They whittled that down to about 12, who did phone interviews. Then there were five people who did a second round of kind of full campus interviews. And then there were just a couple of candidates at the end who did a third round of interviews. So this was a pretty long process. I applied to this job in mid-March and I was made an offer in mid June.

So it was a full three months of, uh, going through the interview process and kind of working through to see who was going to be the right candidate for this. And, um, this is also one of those situations where I don't know, obviously kind of who the other people were. This was a closed search, but I can definitely say, um, it was such an honor to be kind of working through this process with who I can only assume are incredible, you know, colleagues.

I would imagine that if I probably. No, some of these names of people who were in the search with me and, um, online teaching and learning as a field where there are just some really incredible leaders. So, um, to make it, as far as I did in the process was surprising to me. Um, I certainly wasn't expecting it.

I don't think my partner was expecting it either. He was supportive of me applying for the role, but I think he, um, wasn't sure how far I would make it. And so it, it wasn't really real that we would be moving or that I would be accepting it. Job. It was really more exploratory, but then the further I got in the process, um, with this institution and with looking at this role, the more I really began to get excited about what was happening at this institution.

And a couple of things that really drew me into this role, um, is that the institution is going through a strategic planning process. Actually right now they have a relatively new chancellor. And as part of that strategic planning process, what has really come out is a lot of energy around creating what they're calling a hybrid campus, which is really being responsive to.

Learner needs as we think about the future of higher education, but kind of, um, paired with that is a very strong emphasis on diversity equity and inclusion work. And, um, this is a campus that. Attempting to be a Hispanic serving institution and is attempting to be, um, an Asian American and, um, uh, American, Indian and Pacific Islander serving institution.

Like there's a lot that's going on at CU Denver related to kind of walking the talk of serving diverse populations. About 40% of, um, the student population currently at the institution are students of color. And there was a very large first-generation population there as well. Um, CU Denver is an urban institution, which is very similar to the first institution I worked at when I left, um, grad school and took my first job.

So there were a lot of things that were kind of really drawing me in too. The possibilities of, of what I could be doing at this institution. And I was really attracted to the level of strategy that I would be able to work within and the level of, um, opportunity that I would have around diversity, equity and inclusion partnerships with different folks around the institution.

So as I kind of went through this process and it started to become a little bit more real, I was starting to understand that this was a job. They were looking for kind of a unique set of skills for the person coming into the job. But I was also looking for a really unique kind of situation because I wasn't going to leave my current position unless it was something that I felt was really, really special and was going to be able to kind of take me into a, um, S a set of possibilities and opportunities that would really help me to grow and where I would be able to really contribute back some unique things to the Institute.

Now I think it, you can probably tell that this was not a situation that I took lightly. Um, I have been in, you know, multiple jobs throughout my career, and I usually stay in those jobs for four to five years. And so to only be in this position for such a short time, and to be considering this kind of transition is unusual for me and was very uncomfortable to some degree because.

I love the people I work with. I think they're incredible. You have such an amazing team at global campus, um, at Kansas state. And so that was really difficult for me to even like, consider that I would need to move on, um, from that team, because they're just a really incredible set of people. And yet you have these opportunities that come your way and you have to really kind of dig deep and think really hard about what are you looking to do and what is going to be kind of the next challenge that you're trying to move in.

So I indeed did get the offer for this job. And, uh, that was a really exciting, um, experience. I honestly did not know up until the last moment, like whether or not it was going to be kind of leaning my direction. Um, and so the timing of all of this is it was announced at my current institution at the end of June.

And then it was announced by CU Denver in early July, which is why I wasn't really able to talk about this publicly until after that came out. But I did put a post on LinkedIn, uh, once everything was kind of officially announced and I w I did announce on Twitter and some other places. Um, so it's possible that you may have seen this news before this podcast episode for that reason, but I had to wait until after my restful July project was over to talk about this on the show.

So. Okay, July, it's been a bit of a whirlwind. Um, so once this information was announced, my partner and I decided to take the first week of July and try to find a house in Denver. Um, we had known for a couple of weeks, you know, that this was going to be happening, even if it wasn't public, um, in a broader way.

And so I was able to kind of make a plan to take some time off work. And, uh, we decided to spend a few days right after the July 4th holiday. In Denver and see if we could find a house now, um, as you are all probably well aware, the pandemic housing market is insane and we were very skeptical that we were going to be able to find something.

And, uh, we're very nervous about this because I start at this new job in mid August. And so we had to think through a range of scenarios of would we have to rent, would we have to, um, you know, find a house where I was living, you know, in an apartment. And the, my partner was staying in Kansas for a short period of time.

Like we, we just had all these different scenarios and we had no idea what we were going to do. So we ended up finding a realtor in, um, Denver and that realtor started to look at houses for us and send us video tours. And so he would go to different houses. Um, in the couple of weeks before we got there and he was able to kind of help us narrow down to a couple of neighborhoods that we were interested in, in the city.

And some of the things that we were considering, uh, as it relates to where we wanted to live were definitely commute. Um, I will be working on campus again in my current role. I am fully ready. But I'm going to be working on campus again. And so I really wanted to have a commute that felt reasonable. I was also looking for the possibility of using public transit again, which is something that I did consistently when I was in the Boston area.

And so Denver has that potential. They have a light rail system. And so that was something I was really interested in. My partner and I still do have one vehicle. And so we're kind of hoping to maintain that if we can. And we were also looking for a house that, um, wasn't necessarily as large as the house that we have here in Kansas, but was, uh, somewhat equivalent.

And that we both wanted to have a home office. We wanted to maybe have a place for a guest room if we wanted to do that. Um, and that we had a, uh, a level of home we were looking for that was relatively on the newer side. You know, we didn't necessarily want new construction. But we did want to have a house that was basically moving, ready that we didn't feel like we had to make a lot of changes to it.

Now all of that is a really tall order, um, in a pandemic housing market. And so we knew that we knew that going in and we were trying to keep our expectations, um, pretty low in terms of just what was going to happen. Um, but we, we went in, um, On July 4th, we drove over to Denver. It's about seven hours from where we currently live.

And, um, stayed in a hotel for a few days. Went, um, pretty, we pretty much front-loaded the week we saw as many houses as we possibly could, like Monday and Tuesday. And there weren't a ton of houses available in the areas we were looking in because of the July 4th weekend. I'm not sure if you know much about kind of real estate.

We learned during this period that a lot of things don't, uh, come on the market around that time because people are busy. Celebrating July 4th, they're doing barbecues. They're doing family time. So there aren't a lot of houses that come on them. So we had a house that we kind of narrowed in on that we really liked.

We thought it was in the right neighborhood. Um, we felt like it was good in terms of public transit at the size was right. You know, there were a lot of things that were working well for us. And, uh, we made an offer on that. Now I'll say, um, at the same time as all this is happening, we're also putting our Kansas house on the market.

And so we were also trying to get our Kansas house ready so that when we were gone in Denver, the Kansas house could do showings, um, around this time as well. Cause we weren't going to be there. So on Monday of that week, we, which was July 5th, we put the Kansas house on the line. So, this is a very similar situation.

If you were kind of around, uh, when we did the move from Oregon to Kansas, a couple of years ago, where we were also trying to buy and sell a house, basically within the same week and the real estate market, depending on where you're selling and what you're trying to do, it can actually accommodate that.

Sometimes things move relatively quickly. So we made the offer on the house in Denver. And we actually were able to go under contract with that house in Denver. So that was incredibly exciting. And then within maybe 24 hours of that, we went under contract with the house in Kansas. Um, we received a couple offers that were over asking for our Kansas house and were able to accept one of those offers relatively quickly and kind of get all of that process moving along.

So, um, then we have all these appointments that are happening because of the. Appraisals and the inspections and all of those kinds of things, but we were able to move, you know, all of this forward in the month of July and relatively early in the month of July, which helped us to get a better sense of things like our, our moving timeline and our closing dates and all that.

So all that to say, uh, what a plot twist this has been. And certainly wasn't something that I was expecting at the beginning of 2021 to be making a move, changing jobs and going through all the things that we're going through right now. But it's incredibly exciting. I cannot even express how much gratitude I have for the opportunities that I had at Kansas state for this opportunity that I have at CU Denver.

Um, it's just feeling like pieces are coming together in a way. Feels right. It feels like we're kind of headed in the right direction in terms of these next steps. And I will definitely keep you updated. As you can imagine, this does heavily impact my annual goals list of what I'm planning to do this year.

And I'm going to be, um, sharing on the next episode, how I'm adjusting my annual goals as it relates to, uh, all of this. Extra stuff. That's kind of going on in my life right now. And I'll talk a little bit about how I made the decisions of what to, to shift and change in that goal list and what I'm going to be prioritizing next.

So. Um, I would love to take any questions that you have about this process. Uh, you are welcome to email me at hello at Dr. Katie linder.com. If you have questions or feel free to reach out to me on social media as well, I am, uh, definitely understanding of, you know, any surprise that you might be feeling about this, because it certainly surprised me too.

And I think that again, sometimes you kind of. Take a big swing and, uh, sometimes you hit it out of the park and then you have to kind of deal with those consequences of what that means for your life and your career. So thanks for listening. Thanks for following along on this pretty exciting adventure, and I'm looking forward to keeping you updated all along.

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Okay.