You're listening to, you've got this episode 262. Welcome to you've got this, a weekly podcast for 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 thought I would offer a three month job update because as I record this, I'm about three months in to my new job here in Denver.

And I really cannot believe that it's been three months. It's gone by incredibly quickly. The days pass really fast. And I feel like I blink and it's like Thursday or Friday of each week. So I thought I would offer an update on how things are going. Kind of like I would just catch up a friend over coffee about.

If you wanted to hear about how this job was going. Um, but I also thought I would mention that as I record this, I just got my vaccine booster this afternoon and, um, getting vaccinated and getting my booster and masking and all of these kinds of things in the workplace have actually been a really important part of me going back into the office.

And I'm really looking forward to my partner being eligible once he hits his six month mark in a few weeks for him to get a booster as well. And so I just want to mention, as I'm kind of talking about this job stuff, I just really hope that you are all safe and well in the midst of this continued pandemic.

I know we're all taking a lot of precautions. And for those of you who are going into the office each day, uh, like I am, I know it's really fatiguing to be cautious and careful. And I just want to say a special thank you to all of you who are taking these precautions. I think I've mentioned in the past, my partner is immune compromised and it means a lot to both of us.

When we see people who are masked, who are vaccinated, who are practicing social distancing, even though we both, you know, are totally aware that everyone is so tired of these things. Um, it has a lot of personal meaning to me because I know it's protecting, uh, not just me and. But my partner, so, okay. Onto the three months job update first, I should say I started to notice about six to eight weeks in to the job that I was feeling a lot more settled.

Now, I don't know if that timeline would be true for everyone. Um, but some of the things that kind of helped me with that were. I kind of, front-loaded my time in my job with a lot of meetings and I was trying to meet as many people as possible, as quickly as possible. And this certainly felt overwhelming in the beginning.

Um, and the more meetings I completed, you know, like it, it was just a lot to rack up over time. But the better I felt, because I felt like I was kind of getting to know, you know, the connections between people and, and the information was starting to kind of click and come together. So I, it was kind of like when you do a literature review and you start to see people citing like the same things over and over again, and that's how you know that you've kind of.

Tapped out, you know, the sources that you need. I felt like I was starting to see like similar themes and I was starting to understand, you know, who was connected to home and what kinds of relationships were going on. And that really helped me to know when I'd kind of saturated a certain topic that I was trying to explore or an area that I was learning about around the universe.

And it was really helpful for me in those meetings. You know, when people mentioned like an acronym or another person for me to like pause them and clarify what those relationships were, or if there was something I didn't understand, I would stop and ask and everyone was just so and continues to be so incredibly generous with their time to help me kind of understand things and to explain history and context and current state.

Um, so that's been incredibly how. Another thing that I think, um, was really helpful during that kind of six to eight week period, that that started to help me, um, get my feet under me is I got to know the strengths of my assistant and she started to get to know my preferences for calendaring. And we were really starting to be in sync with each other.

At that point she'd been in her role for about a month. I'd been in my role for a couple of months and, um, She's really helped me so much during this period. And I mean, 80 to a hundred percent of her time is spent managing my calendar. I mean, it is a full time job, so I just don't know what I would do without her to help me.

And I feel like because she could focus on a lot of the logistics of these meetings. Individuals and groups. And, um, you know, sometimes I was going to meetings that other people were, were having as like standing meetings, like with associate deans or, or other groups that I needed to be introduced to.

And she was able to just, you know, tackle that from day one and really handle it. And that helped me to focus on a lot of other areas that I needed to, uh, The other thing, I feel like started to happen kind of six to eight weeks in, as I really started to understand people's personalities. And I work with a pretty extensive group of people.

I interact with a lot of people on a regular basis, like a leadership team and, um, you know, various people throughout the organization. And sometimes when you don't know someone's personality, well, you might have an interaction and just. You know, like, should I take something personally? Like you just don't know how that person operates.

And I started to learn the patterns of like how people were interacting and the kinds of ways that they like to receive information and how they wanted to be communicated with. And it just helped me prepare a lot better for interactions and meetings. And to understand that, um, some of the personalities that I was engaging with.

They L they were like that with everyone, you know, like it's, it's not just with me. And it helped me to kind of just understand a little bit more about the context and the culture that I was in. So I started to feel like all of that started to gel around weeks, you know, like six to eight. And I just started to feel like I, I knew where to go for information.

I knew who to talk to. I knew enough people that I could kind of network on my own rather than having someone introduce me. Um, if I needed to get in for me, So all of those things were really, really positive for me. So I will say that, uh, my current big project in this job, um, and it just launched at the end of October is a task force.

And this group is exploring digital strategy. And this was a primary reason. I was hired into this job. Like, this is what this role is meant to do is basically to design kind of a strategic roadmap for the future of digital education at CU Denver. And so this task force is a group of people that is coming together to create like an actionable report of recommendations that will be due in this.

So we'll be working together for, as I record this, the next, you know, four and a half months or so. And, um, this project involved a lot of planning because it's a, it's a campus wide effort. So there's a lot of meetings. Um, right now we're hosting, uh, just as I record this, this next week, we're launching into some campus conversations that everyone on campus can sign up to join us.

And then, uh, we have all these stakeholder meetings and we've identified, you know, maybe. 12 to 15 stakeholder groups that we need to be meeting with. Um, and so all of that's happening before the winter break, uh, there's, there's a lot of meetings on my calendar and a lot of note taking, um, throughout this process to really try to capture what's happening, um, in these conversations.

And I have to say, I do feel prepared through. The kind of qualitative research background that I have, because I'm really just looking for trends and patterns and almost like coding the data as I'm doing these different, um, conversations. And they're a little bit like focus groups, not as structured, and that's not really the purpose.

It's not research necessarily, but. I'm really thankful that I have a project management team. That's helping me with some of the logistics for this, and they're also coming to meetings and helping me to do note-taking and, um, it makes me even more glad that I earned by PMP when I did, because I know the general concepts that they're working with regarding like the planning and the timelines and the templates.

And so I feel like. Speak their language and it's, it's helping a lot just with communication and planning. Um, but it felt really good in my job to transition from being in kind of planning mode with that taskforce to execution mode and, and really starting to implement the work of that group. We have a couple of task force meetings under our belt at this point.

It's a wonderful group of colleagues. Um, I'm so thankful for their contributions already. And also one of the most fun parts about this too, for me is I get to connect with stakeholder groups of learners at the institution. And actually as I record this, just met with one of those groups today and they are phenomenal and they're just so wonderful and thoughtful and candid and, um, just shared so much, really helpful information with me.

So the process is. A little bit fatiguing if I'm honest, because there's just a lot to do. Um, and just incredibly rewarding. I'm, I'm feeling really grateful that I'm in that role and that I get the chance to chair this task. So the other piece of my job right now is really about networking. And I am meeting regularly with my counterparts from other institutions in our system because there's four campuses within, um, the system that I work in.

And I'm also starting to get to know people on our shared care. So, I don't know if I mentioned before, but the campus that I'm on is an, a downtown Denver and we share a campus it's called the Auraria campus with a community college and another institution. Um, and so the three of those campuses, we're not in the same system together.

We're just on the same physical location together. So. Colleagues from the system that I'm working with. And then I have colleagues from this shared physical campus that I'm working with. Um, it has been really cool to reach out to all these people and kind of get my name out there. So people know who to contact if they want to have collaborations or if they want to explore different kinds of partnerships that connect to my portfolio.

And again, people are just so kind, you know, to add me into their calendar so I can get to know. The space a little bit. And it's also been really interesting to explore how, like we have a library that is shared across these three campuses. And so some of the kind of logistical operations, how we function in like our student center and some of these other places are really impacted by this three campus model.

And I've never worked anywhere like this before that has this. So it feels really unique and interesting. And it's giving me a lot of opportunities to, to learn some new. I guess the last thing I would say is I am getting used to three months in to this job to having less margin in my calendar and really using my evenings to get a bit of a reset after some really full days at work.

Um, I do have often back to back meetings and sometimes those meetings are, you know, 30 minutes or 45 minutes. So. Scheduling, even more of them into my calendar on a given day. Um, I'm, I'm figuring out the balance that works for me with that. I think right now it's just kind of a really busy time, especially before the holidays, because we're all trying to kind of squeeze in as many meetings as we can.

Um, but I would also say that journaling has really helped me to process a lot of what I'm learning and experiencing, you know, in this job. And I also talked through my day, um, pretty much every day with my partner, um, who right now is dropping me off in the morning and picking me up at night. And so when, when he picks me up at work, we have about 20 to 25 minutes in the car together.

Um, sometimes a little bit more depending on traffic. And that's a really nice time for us to just spend that time together and talk through, you know, what's happening. And he's been a wonderful sounding board about some of the just interesting situations that I find myself in, in this. So by the time I get home, I feel like I've debriefed everything and I can kind of move on to whatever we're doing for the rest of the evening.

So I just wanted to check in, you know, about this job and say, it's going well, it's a good fit. There's a lot for me to learn. I feel like I've, you know, have a lot to chew on in this job. And there's a lot of long-term strategic planning projects that just really fit. My preferences for kind of the size of projects that I like to take on.

Um, and I really can't say enough about the kindness of my colleagues and how kind of conscientious everyone is about being back in the office and masking, and just being really careful with each other. And even today, as I was leaving, you know, I mentioned to one of my office mates that I was going to get a booster shot and they were so excited that I was doing that.

Like, there's a lot of positive energy about how we're all responding, um, to this pandemic and taking care of each other in that. So I hope you are also experiencing some degree of that, that you are taking care, uh, with each other, with your colleagues, with your families. And I hope things are going well for you.

Career-wise as well. I would love to hear an update about how things are going in your world with your job, whether or not you've ever contacted me. I think it's great to just touch base with my listeners. So if you want to reach out, please feel free to email me at hello at Dr. Katie linder.com. I would love to hear from you, and I hope as we head into this holiday season, you're able to find some meaningful projects that work, um, but also to get that time to reset and restart.

Thanks for listening. Thanks for listening to this episode of you've got this show notes and a transcript for this episode can be found at Dr. Katie linder.com/podcast. If you found this episode helpful, please also consider rating and or reviewing the show in iTunes. Thanks for listening.