

**The road less traveled in academia:  
“Academic professional” positions for I-0s**

**SIOP Panel**

**Thursday April 18, 10:30am-11:20am, G Hall K**

# In Today's Session

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- ❖ What it means to be an Academic Professional in I-O: Exploring the potential pathways to working in academia as a practitioner
- ❖ Discuss how an I-O might help address common challenges found in academic professional roles (e.g., Director of Residence Life, Chief Business Officer)
- ❖ Learn how others have leveraged their I-O skill sets in higher education settings

# Panelists

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# What is an academic professional?

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- ❖ We define it as someone working in a non-teaching role within an academic institution. Examples of such roles include traditional administrator or leadership roles (e.g., chair, dean, provost, VP, director), professional roles/units (e.g., institutional research, enrollment, HR, student affairs), and specialized roles (e.g., applied researcher, special projects, community engagement).
- ❖ We argue this offers a “third path” between the traditional dichotomy of academia (tenure-track, visiting, or adjunct faculty) vs. applied (industry jobs).
- ❖ In some cases, these jobs offer the best of both worlds: applied roles, but in an academic industry/environment.

# Examples of I-O Academic Professionals

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I-Os can leverage their expertise in...

- ❖ Training and development, especially applied to faculty members, mentoring, etc.
- ❖ Student leadership development
- ❖ Organizational strategy and change management
- ❖ Diversity, equity, and inclusion

Submit your own here!

# Questions for Panelists

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1. What is your current or prior role as an academic-practitioner, and what are some example job duties in that role?
2. How have you incorporated concepts or skills from your I-O education into your work as an academic-practitioner?
3. What are the advantages and disadvantages of a career as an academic-practitioner?
4. What can current I-O graduate students do to prepare for a career as an academic-practitioner? How can I-O faculty and advisors help raise awareness about this career path?
5. How can current graduate students find such positions and how does this kind of job search compare to more traditional job searches in industry or academia (e.g., faculty positions)?



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How have you incorporated concepts or skills from your I-O education into your work as an academic-practitioner?





What are the advantages & disadvantages of a career as an academic-practitioner?



What can current I-O grad students do to prepare for a career as an academic-practitioner? How can I-O faculty & advisors help raise awareness about this career path?



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# Open Discussion

**Thank you!**