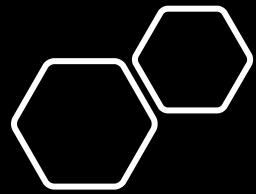


# How to survive (& thrive) in academia: a practical guide



Mirya R.  
Holman

Associate Professor  
Political Science  
Tulane University  
New Orleans, USA  
[www.miryaholman.com](http://www.miryaholman.com)  
Author of #MHAWS:  
[miryaholman.substack.com](http://miryaholman.substack.com)



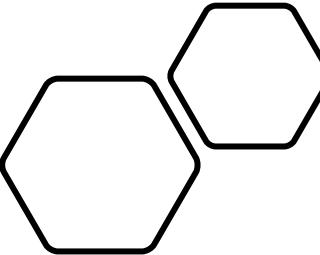
Today's goals:  
Convince you  
that:

You can succeed without being  
miserable

We can use our social science  
training to understand ourselves

There are practical tools for  
accountability and planning to  
help!

# Academia is (often) miserable

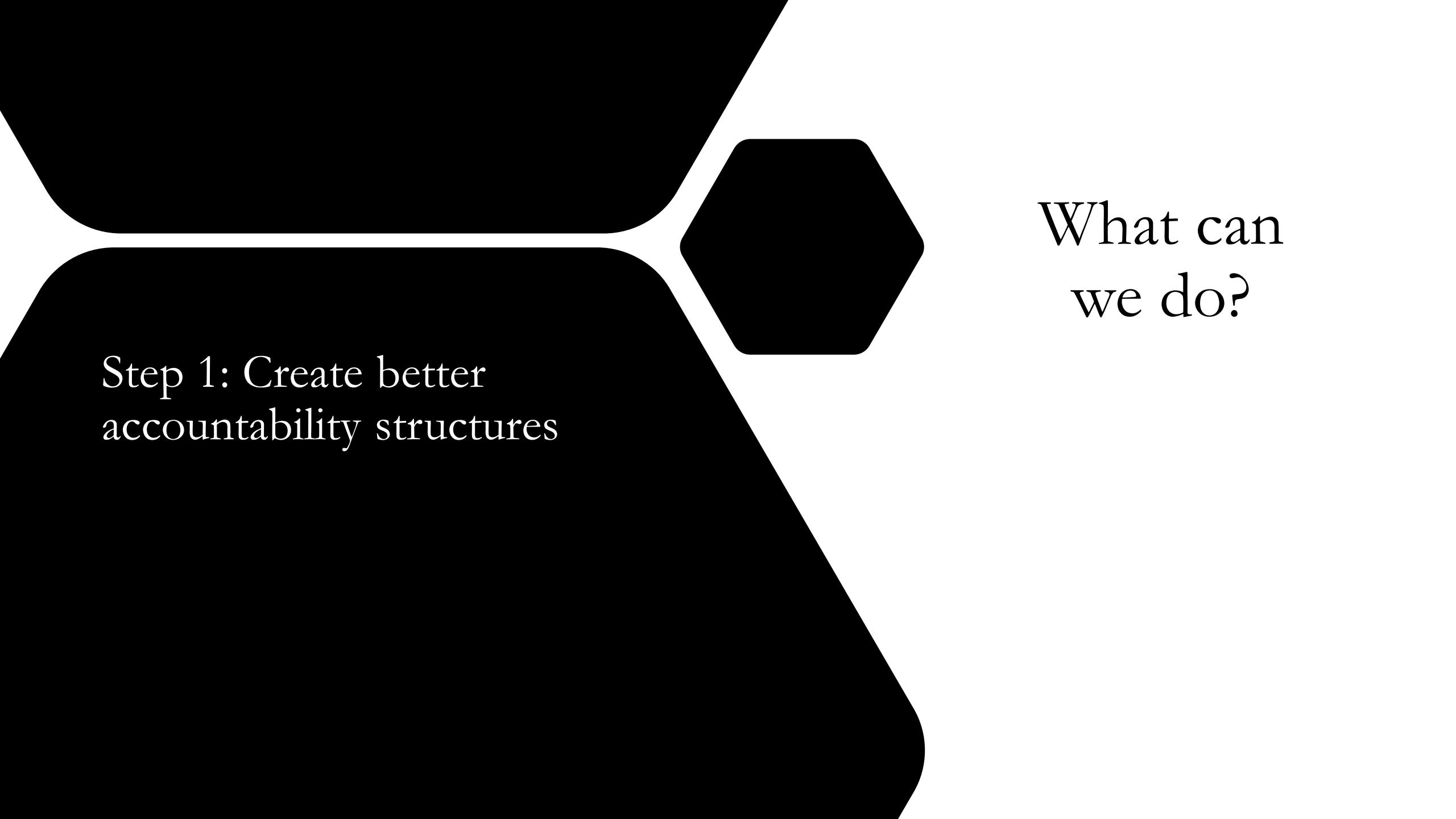


Three reasons why:

Our Accountability Structure is Skewed

The Work → Reward Link Is Tenuous (at best)

There is No Done



What can  
we do?

Step 1: Create better  
accountability structures

# Question 1 – place yourself on this scale

<p>I like the idea of telling someone my writing goals (&amp; if I met them!)</p>					<p>My goals aren't anyone's business but my own</p>
<p>1</p>	<p>2</p>	<p>3</p>	<p>4</p>	<p>5</p>	

## Question 2 – place yourself on this scale

<p>Conferences are important because I have to give other people a paper &amp; will be embarrassed if I don't have (a good) one</p>				<p>Conferences are important deadlines because I'll know when the paper needs to be done</p>
<p>1</p>	<p>2</p>	<p>3</p>	<p>4</p>	<p>5</p>

# Question 3 – place yourself on this scale

<p>I struggle with completing solo work; I prefer to work with other people</p>					<p>I struggle with completing work with other people; I prefer to work on my own</p>
<p>1</p>	<p>2</p>	<p>3</p>	<p>4</p>	<p>5</p>	

# Question 4 – place yourself on this scale

People might say that I do too much for other people and have a hard time saying no				People might say that I do what I want and have a hard time giving time to others
1	2	3	4	5

# Question 5 – which dog are you?



← #1



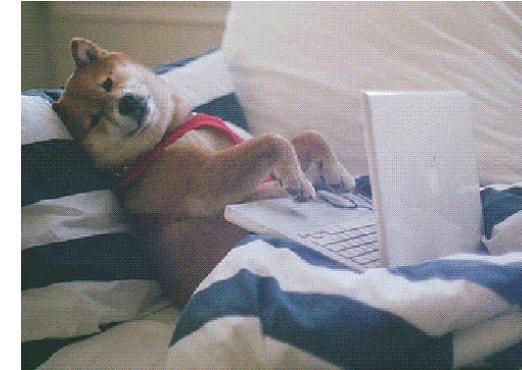
← #2



← #3



← #4



← #5

- Work, work, work, work, work, work

Average your score

you can ignore #5 if you want

why would you want to though?

## Average your score

you can ignore #5 if you want  
why would you want to though?

### Score of 1-2:

You are highly motivated by **external accountability**. Coauthored work is probably easier for you than solo work. Collaborative and social environments are your jam.

### Score of 3:

You might benefit from both external and internal accountability... or neither.

### Score of 4-5:

You are motivated by **internal accountability**. Solo work is probably easier for you and you prefer working on your own.

# Accountability structures

## External accountability

- Swap work with other people
- Create a writing group
- Publicly state goals
- Use conference deadlines
- Promise your work to others

## Internal accountability

- Regularly check ins
- Visual reminders
- Clear goals
- Use internal deadlines
- Promise yourself work



Just not like  
this, okay?

# Accountability structures

## External accountability

- Swap work with other people
- Create a writing group
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## Internal accountability

- Regularly check ins
- Visual reminders
- Clear goals
- Use internal deadlines
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What can  
we do?

Step 1: Create better accountability  
structures

Step 2: Treat yourself

# Reward guidelines

Commiserate with what you are  
celebrating

Push you towards your goal

Be meaningful



← Lambeaux →

# Reward guidelines

Commiserate with what you are  
celebrating

Push you towards your goal

Be meaningful



What can  
we do?

Step 1: Create better accountability  
structures

Step 2: Treat yourself

Step 3: Get good at setting goals



PHASE 1    PHASE 2    PHASE 3

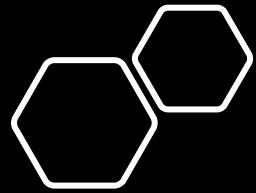
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Collect  
underpants

?

Profit





# Good goal setting behavior

Copycat is okay, copy and adapt is better

Vary goal setting by temporality

Revisit your goals

Adjust your processes

Five year+

Get promoted

One year

Finish book

Publish a top-  
three hit

Semester

Finish 2nd draft  
of chapters

Work on  
socialization  
R&R

Submit MeToo

Month

Finish chapter 2

Full response to  
R1

Final edits

Week

Minority  
incorporation in  
chapter 2

Read R1 again,  
draft response

Prep appendix

5 years / promotion	1 year	Summer / Semester	Monthly	Weekly
Counts of publications, placement	Counts of submissions, rejections	Movement of projects through stages	Focus on project progress	Blocked time and check lists
Goals = personal development	Major goals and deadlines	Smaller goals and deadlines	Time or word count goals	Concrete tasks as goals
Can be moving goalposts	Be very willing to adapt	Flexible	Less flexible	Inflexible (don't change goals midweek)

A goal without a plan is just a wish

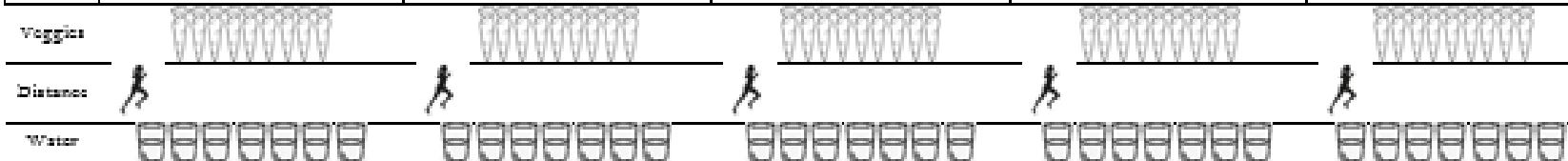
The future is gunning for you. Kick ass.

Dates: 5 /  to 5 /

Fan letter? Goals for the week:

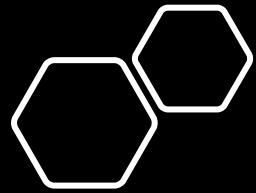
Weekly Affirmation:

	Monday	Tuesday	Wednesday	Thursday	Friday
RESEARCH	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>#DoItForTheBook</b> 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>#DoItForTheBook</b> 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>#DoItForTheBook</b> 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>#DoItForTheBook</b> 	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>#DoItForTheBook</b> 
Teaching	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Service	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Event	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>



Rewards:

MON	TUE	WED	THU	FRI
13	14	15	16	17
⌚ 7:09 Easter Monday	⌚ 4:47	⌚ 5:50	⌚ 4:51	⌚ 8:13 French quarter fest
German faces 7 - 9am	Online Writing Retreat 7 - 9am	Run 7 - 9am	MeToo 7 - 9am	Online Writing Retreat 7 - 9am
Walk, 9am	Outline memo for JOP 9 - 10am	Walk 9 - 10am	Call with socialization team 9 - 10am	Order topbox, 9am
Meet w Business & CC group, 9:30am	Scope and method 10 - 10:50am	Call with Celeste 10 - 11am	Salil and Mirya 10am, <a href="https://tulane">https://tulane</a>	Scope and methods 10 - 10:50am
Climate change pre 10am - 12pm	Scope and method 10 - 10:50am	Scope and methods 10 - 10:50am	Local data 10 - 11am	Scope and methods 10 - 10:50am
Office hours 11am - 12pm	Book poms 11am - 12pm	Office hours 11am - 12pm	UK data and lit 11am - 12pm	Lunch and walk 11:30am - 1pm
Lunch and walk 12 - 1pm	Lunch and walk 12 - 1pm	Lunch and walk 12 - 1pm	Lunch and walk 12 - 1pm	
Book poms 1 - 2:45pm	Call w Salil 1 - 2pm	Book pom 1 - 2pm	booked: Jared Gou	Metoo 1 - 5pm
Office hours 2 - 2:45pm	Rob and Mirya Call 2 - 4pm <a href="https://tulane.zoom.us/j/93593746551">https://tulane.zoom.us/j/93593746551</a>	Book pom 2 - 3pm	Office hours 2 - 2:45pm	booked: Nat
Reviews 3 - 5pm	Climate change politics 3 - 4:15pm	Book poms 3 - 4pm	Role congru 3 - 4:30pm	Climate cha politics 3 - 4:15pm
		Role congruity 4 - 5pm	Climate cha politics 3 - 4:15pm	Meet with tr 3:30 - 6pm
			Climate change grading 4:30 - 6pm	Climate change grading 3:30 - 6pm
				Writing retreat 2 - 5pm



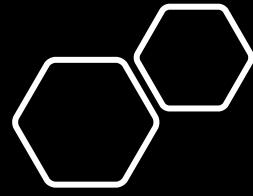
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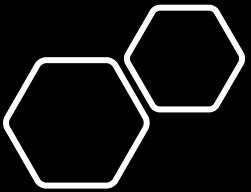
Adjust your processes



Good Goal Setting  
Lets You Feel  
Done



SLOTHILDA.COM



# So What?

Why does it matter that you structure your life with accountability, rewards, and goals?

My hope is that you can use this to:

- Help with work-life balance
- Gain mental clarity about what matters (not this, not really)
- Be less miserable
- Be more productive

# Resources

Robert Boyce *Professors as Writers*

Stephen King *On Writing*

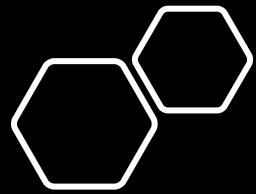
Anne Lamott *Bird By Bird*

Gretchen Rubin *Better Than Before* & *The 4 Tendencies* (take the quiz if you haven't already!)

Cal Newport *Deep Work*

Raul Pacheco-Vega's blog on academic work

The National Center for Faculty Development and Diversity



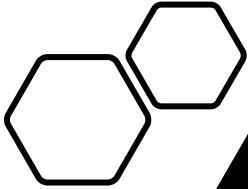
# Recap of Today's Goals

You can succeed without being miserable

We can use our social science training to understand ourselves

There are practical tools for accountability and planning to help!

# Questions?



Now get  
to work!

[www.miryaholman.com](http://www.miryaholman.com)  
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