



Knowing When to Leave and When to Stay

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When to Stay Put

- ▶ Knowing When to Stay
 - ▶ Stay when you are enjoying your work
 - ▶ Stay when you are valued and providing significant value
 - ▶ Stay when you are continuing to grow
 - ▶ Stay when you are afforded opportunities to learn new aspects of the District
 - ▶ Create and ask for opportunities

Put yourself out there, take risks

- ▶ Try new things at your current employer.
- ▶ Take on new projects outside of your comfort zone.
 - ▶ Negotiations
 - ▶ Policy work
 - ▶ Grants
 - ▶ Initiatives
 - ▶ Events
- ▶ You will always learn new skills and broaden your resume
- ▶ If you have an established track record, people will be more forgiving when you have setbacks or challenges.

When is it Perhaps Time to Leave

- ▶ Considerations

- ▶ The Good

- ▶ What promotional or location opportunities are available?
 - ▶ Higher wages, better benefits, more work flexibility

- ▶ The Bad

- ▶ Are things looking increasingly dire?
 - ▶ Are decisions made in isolation and do they make sense?
 - ▶ Are the financial or accreditation pictures bleak?
 - ▶ Deep concerns about senior leadership (integrity, good people leaving or will leave, speaking up is dangerous)?

- ▶ Are you staying because it's comfortable?

- ▶ The feeling of being comfortable doesn't always last
 - ▶ Unexpected events could happen (scandals, finances, changes in leadership)

When is it Perhaps Time to Leave

- ▶ Are you staying because you're an optimist?
 - ▶ Illusions of control and superiority
 - ▶ Unrealistic Optimism
- ▶ Are you staying because you are needed?
 - ▶ Excellent resume builder, but...
 - ▶ Are you truly making an impact, or are you enjoying being needed?
 - ▶ What happens if you stay and things fall apart anyway?

When is it Perhaps Time to Leave

- ▶ Is it time to leave your current employer for another or?
 - ▶ As you look for opportunities what is the next step/what to consider?
 - ▶ Promotion
 - ▶ Lateral
 - ▶ Location/Type
 - ▶ In- or out-of-state
 - ▶ If in-state, North/South/Middle State
 - ▶ City/Suburb/Rural
 - ▶ Single college district or multi college district
 - ▶ Size of college/district
 - ▶ A different sector (K-12, public agencies, non-profit, private corporations)
- ▶ Is it time to consider retirement?

Retirement Increases Right Now

- Huge uptick in retirements
- People do not want to teach to little black boxes and meet on Zoom all day
- People are reevaluating their priorities
- People are focusing on what brings them happiness and their mental well-being
- People may need to move to a lower cost of living area due to their financial situation
- SERPs adding to this situation
- Conversely, some feel a huge responsibility to see their Districts through this situation and get us back on campus. We may see more retirements after that

What do you want to do in retirement?

- Is early retirement for you?
- What are your priorities in retirement?
 - Volunteering
 - Hobbies
 - Live elsewhere or abroad
 - Healthcare
 - Family
- What will that really cost?
- Project out retirement and Social Security
- Cost of waiting too long – longevity and mental health
- Consulting and interim opportunities and options