

# Navigating Academic Culture and Career Progression

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# What brings you here?

What three words describe why you want to talk about hierarchical relationships today?

- <https://www.menti.com/al3h84e96vtt>
- Or [www.menti.com](https://www.menti.com) and enter code **3234 5580**



# A little bit about me

- BBus (Computing & Info Sys) incomplete – University of Western Sydney
- BA (Social Sciences) – University of Technology Sydney
- BA (Political Science) Hons, Bachelor of Laws, Grad Dip Legal Practice – Australian National University
- Master of Public Administration – John F. Kennedy School, Harvard University
- PhD in Leadership and Management – Lancaster University
- Grad Cert Teaching Higher Education – Edge Hill
- Research assistant, student union staff, casual academic, Department of Education – regulation, enforcement, policy, Ministerial advisor, graduate teaching assistant, lecturer, senior lecturer
- Leader Lancaster City Council, Shadow Cabinet Member Lancashire County Council, LGA Labour Group Women's Taskforce

# Managing Hierarchical Relationships!

- 1) why is management so ineffective?
- 2) why is there so little support for success?
- 3) why is so much bad behaviour allowed to flourish?
- 4) why are supervisors allowed to ....?

Remember we are also on the high side of hierarchical relationships – students, other staff

# What you can do about it?

- 1) identify allies and be an active ally yourself
- 2) join your union and other networks that offer support both individually (like this one) and act collectively like the Universities and Colleges Union [www.ucu.org.uk/join](http://www.ucu.org.uk/join)
- 3) look for mentors and sponsors
- 4) where you enjoy privilege use it to challenge prejudice, defend and raise others up
- 5) practice self-care and be kind to yourself
- 6) remember the injustice for all argument is a big part of what got us into this mess

**Exercise power for justice.**